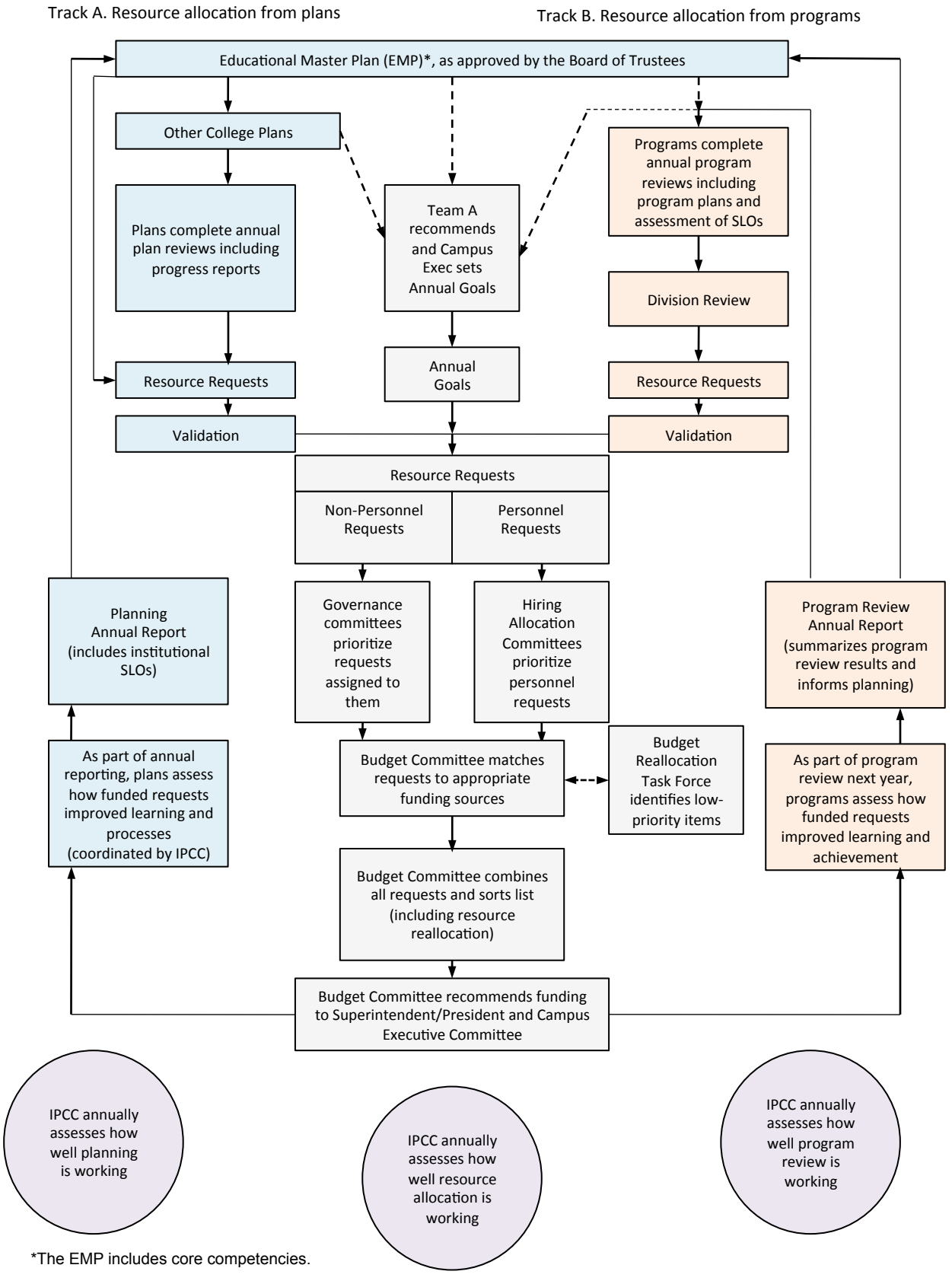

*The EMP includes core competencies.