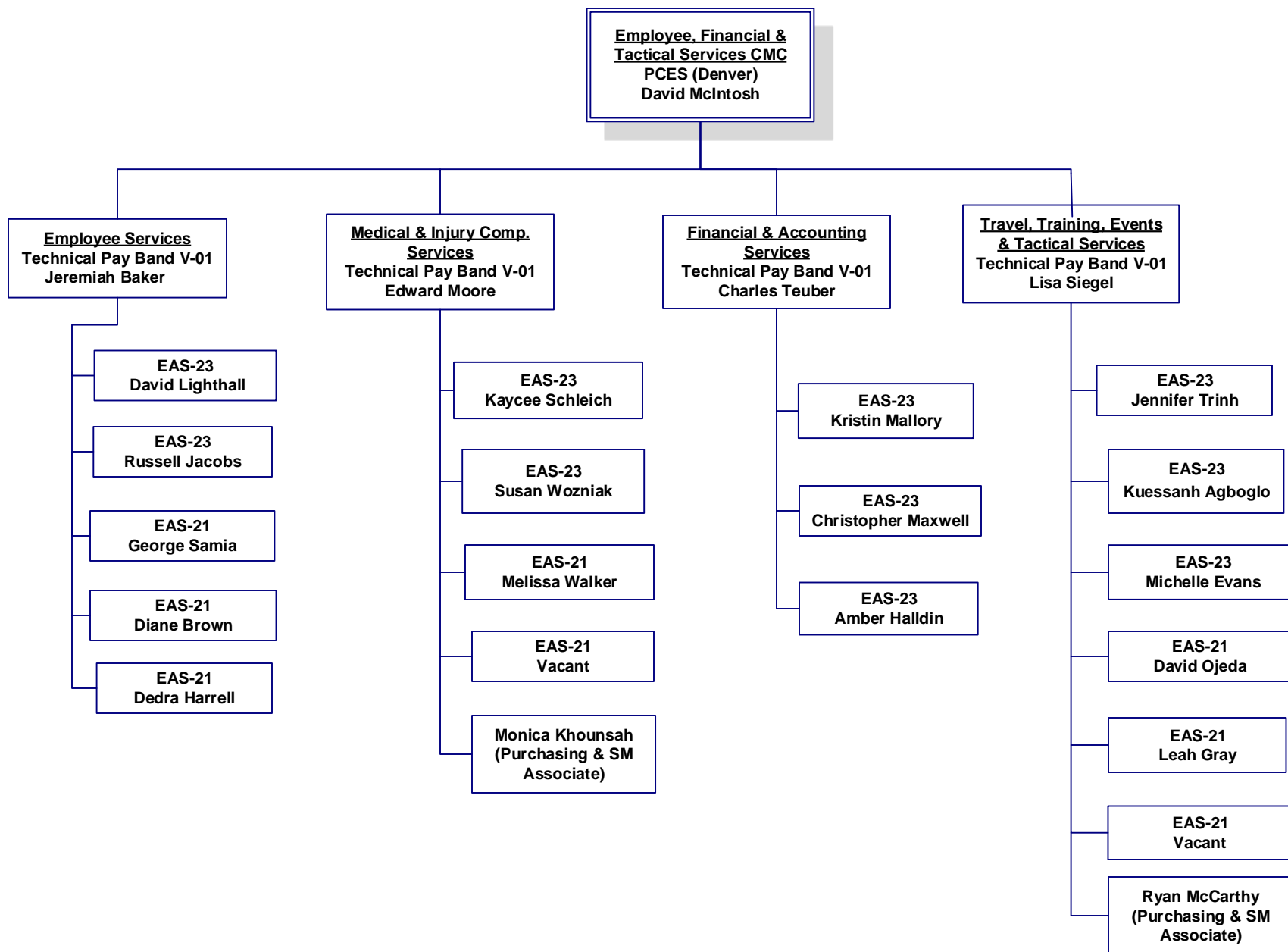
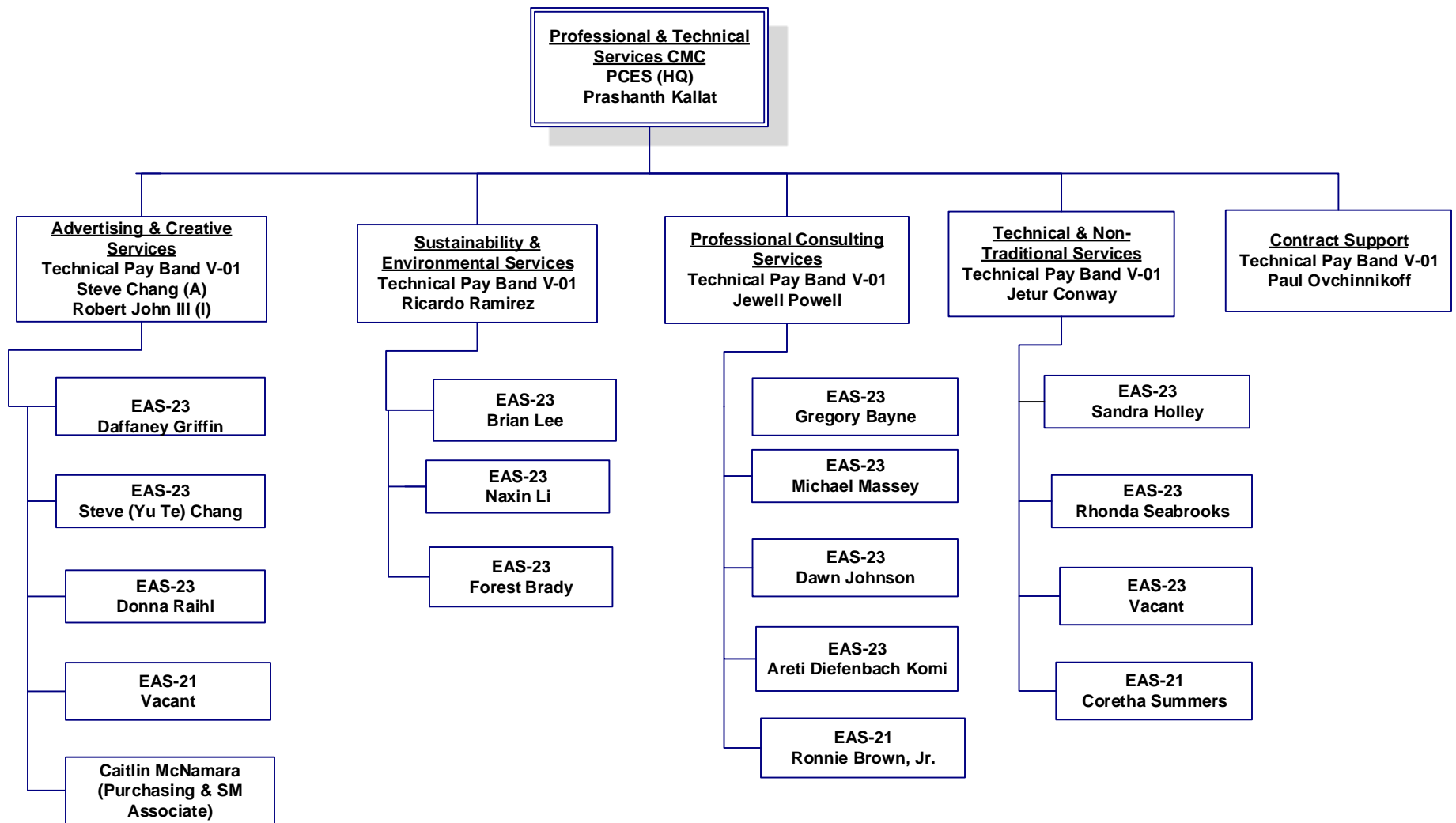


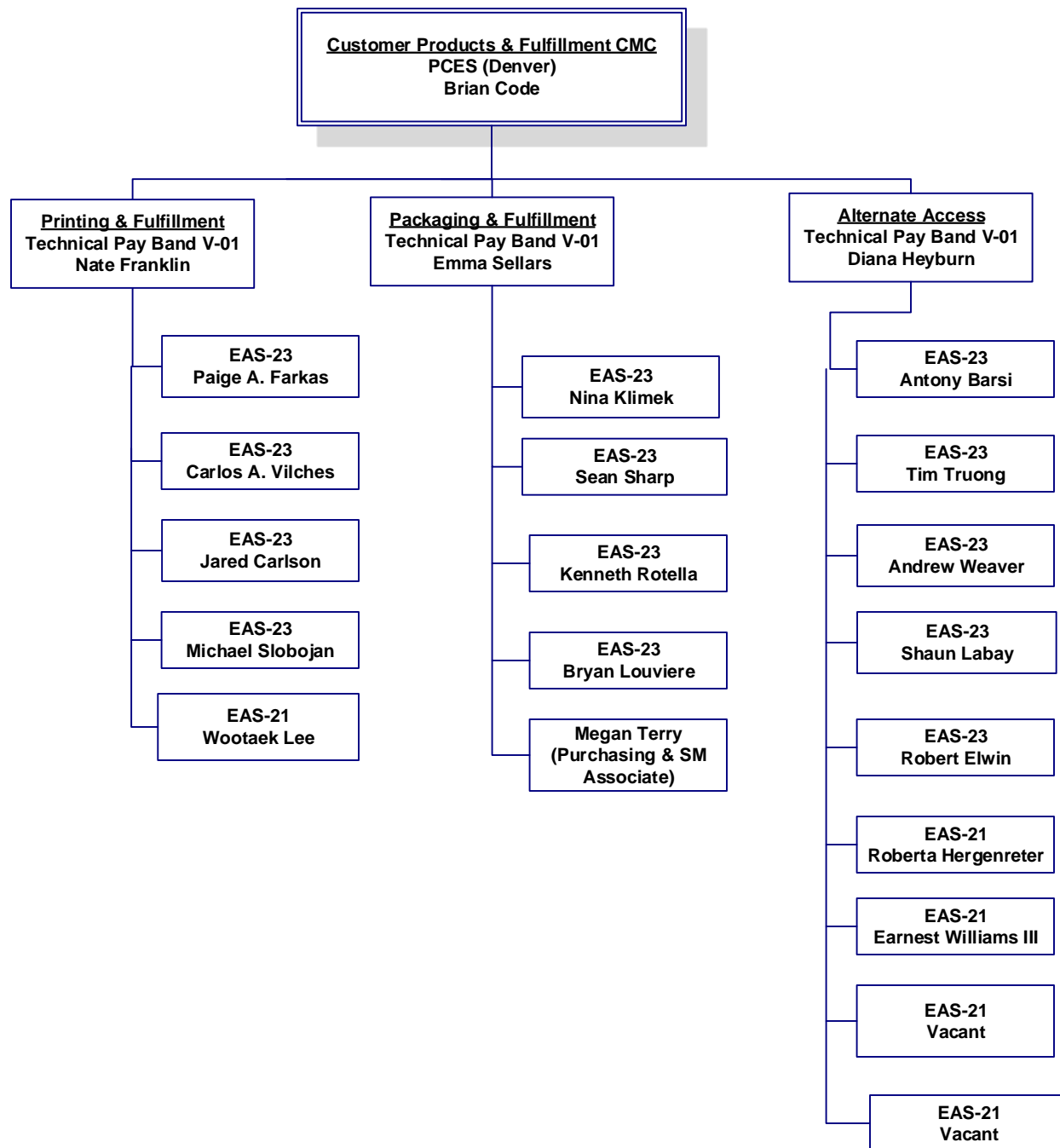
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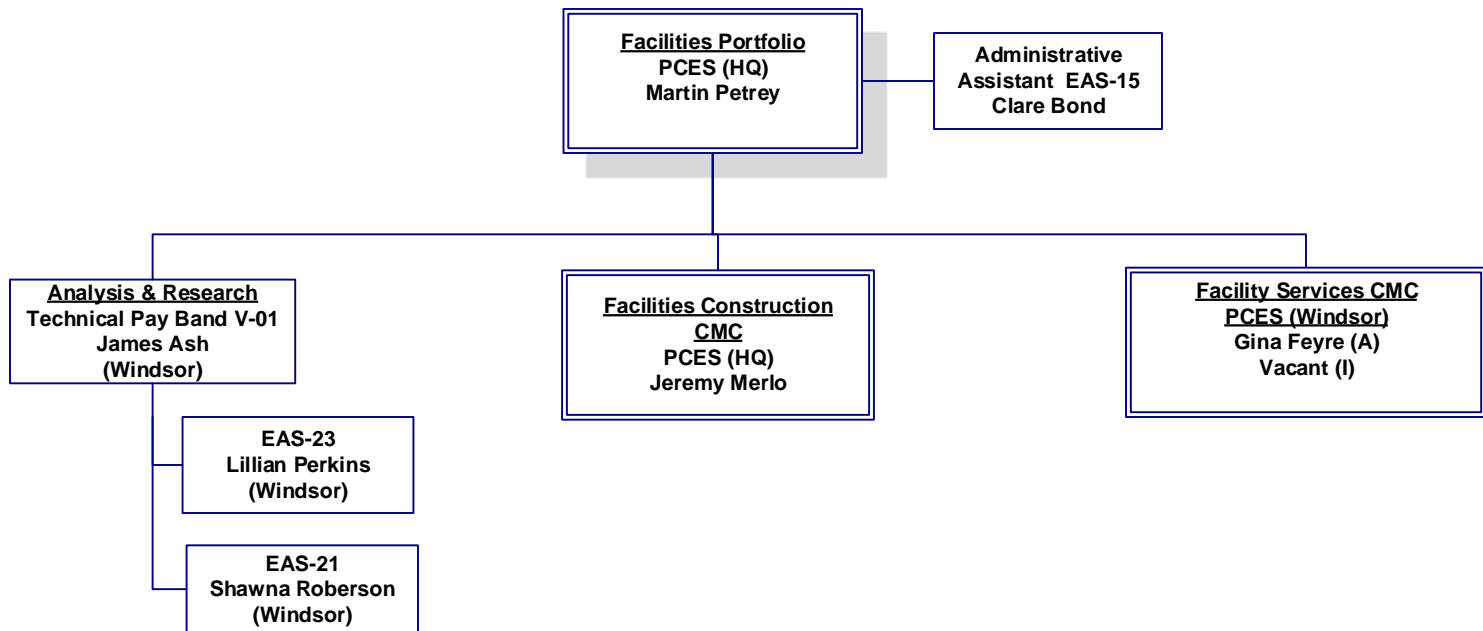
Effective 10/10/2020



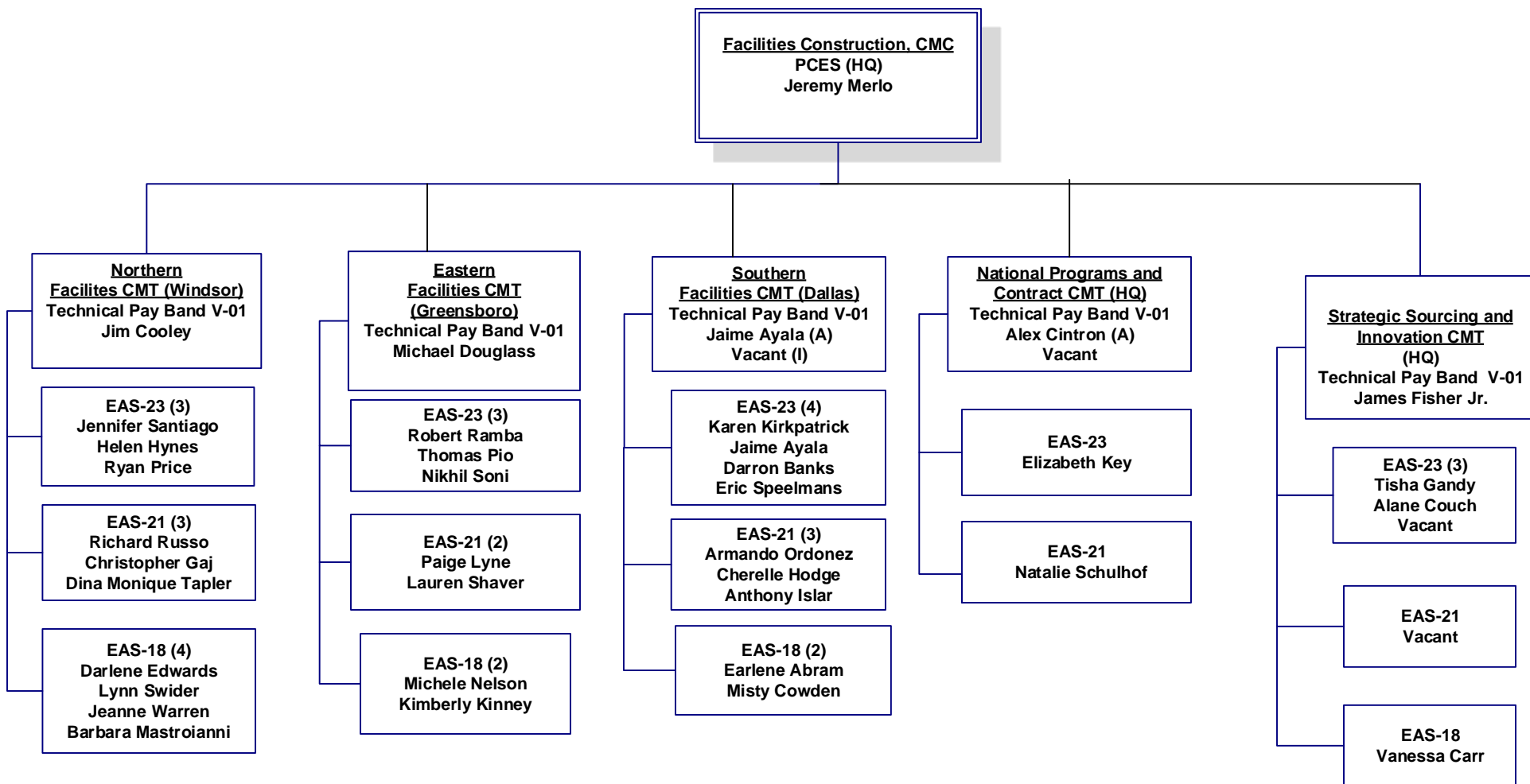
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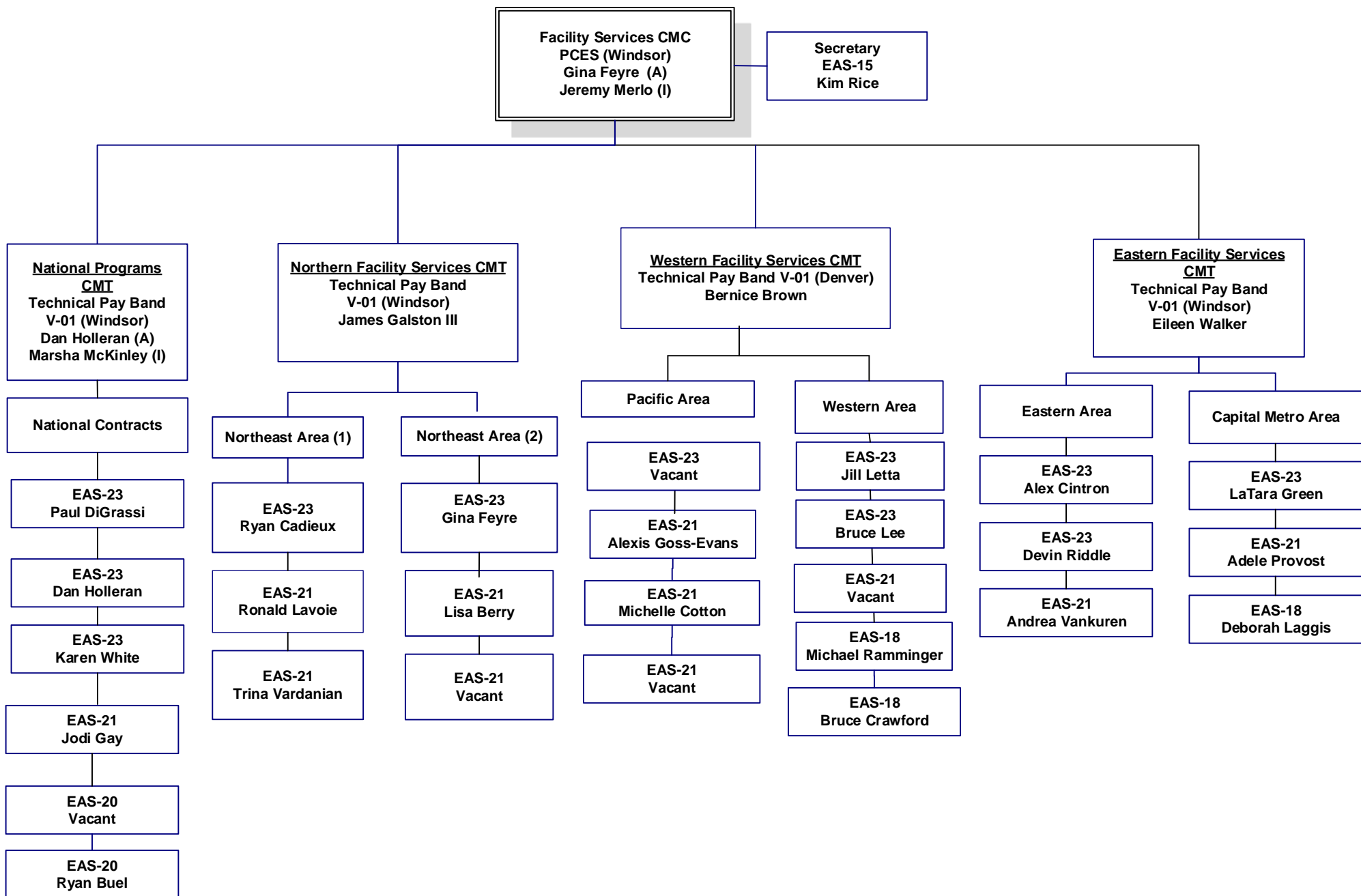
Effective 10/10/2020



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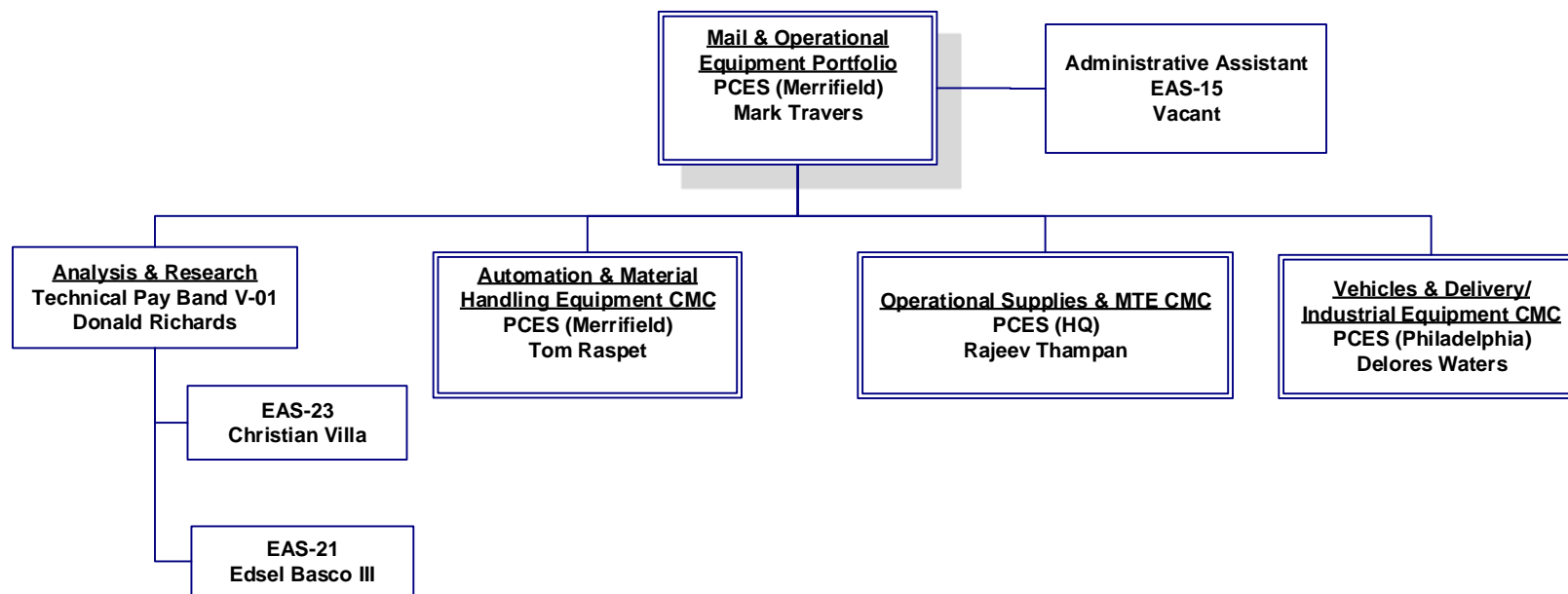


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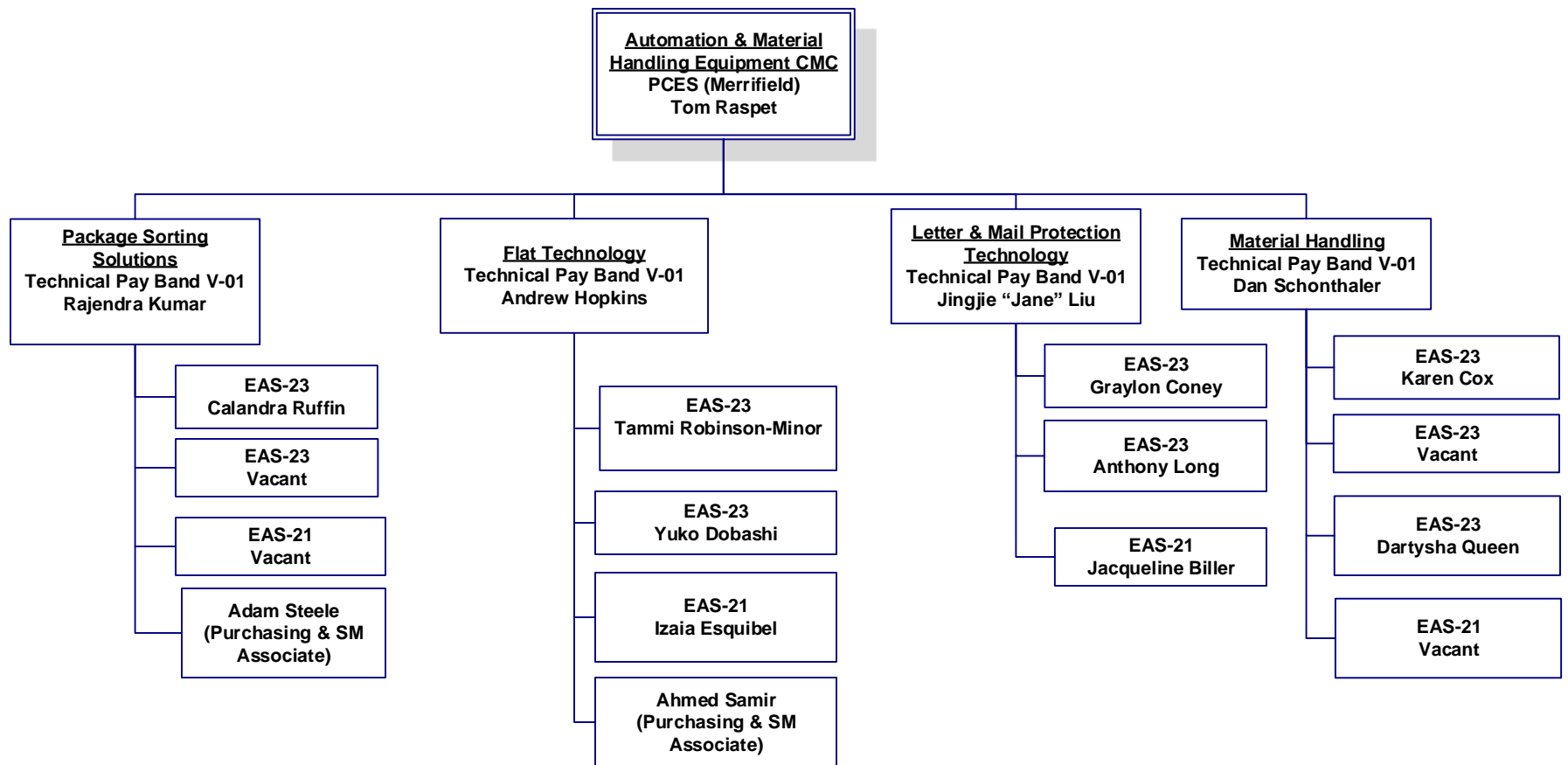


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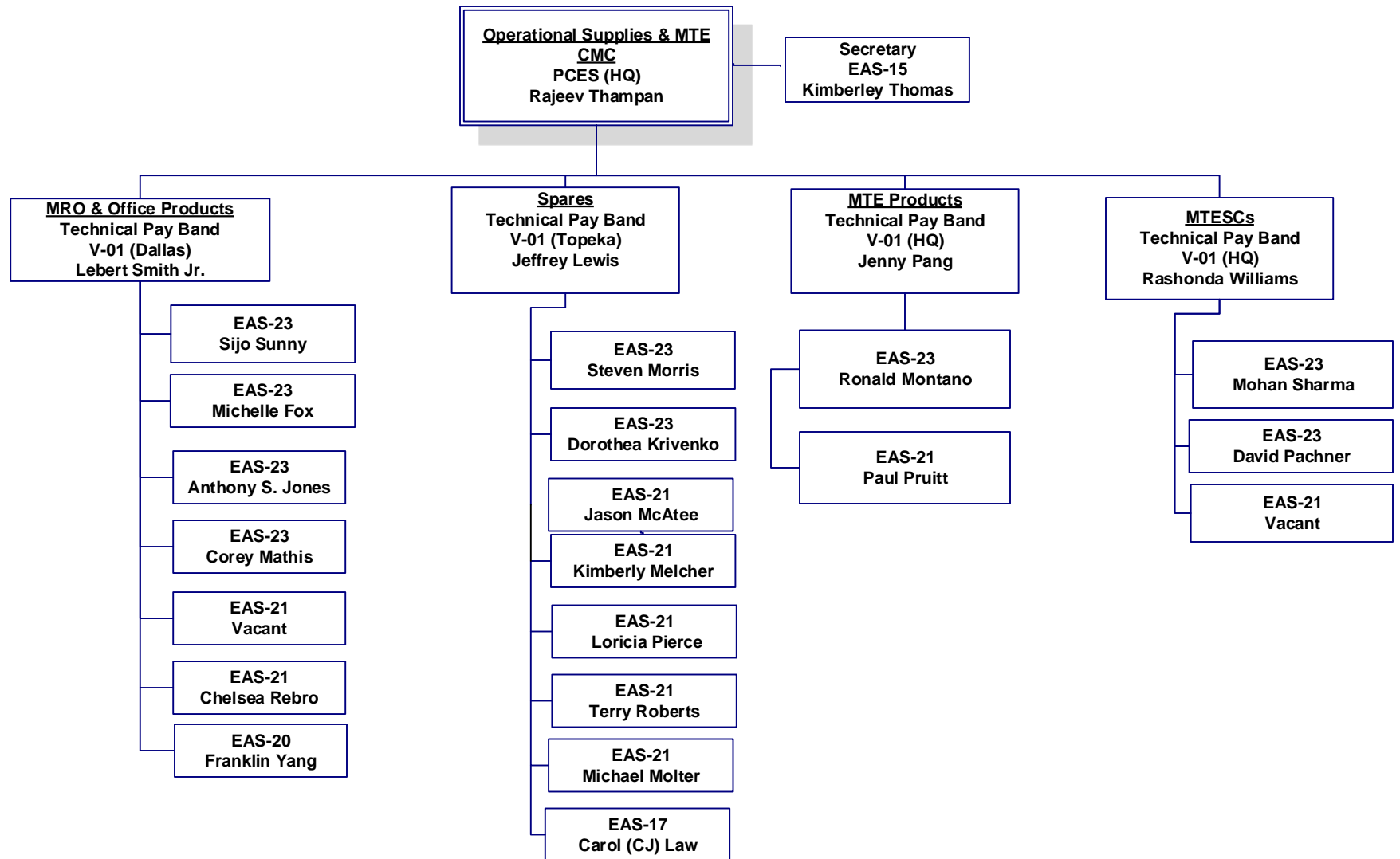




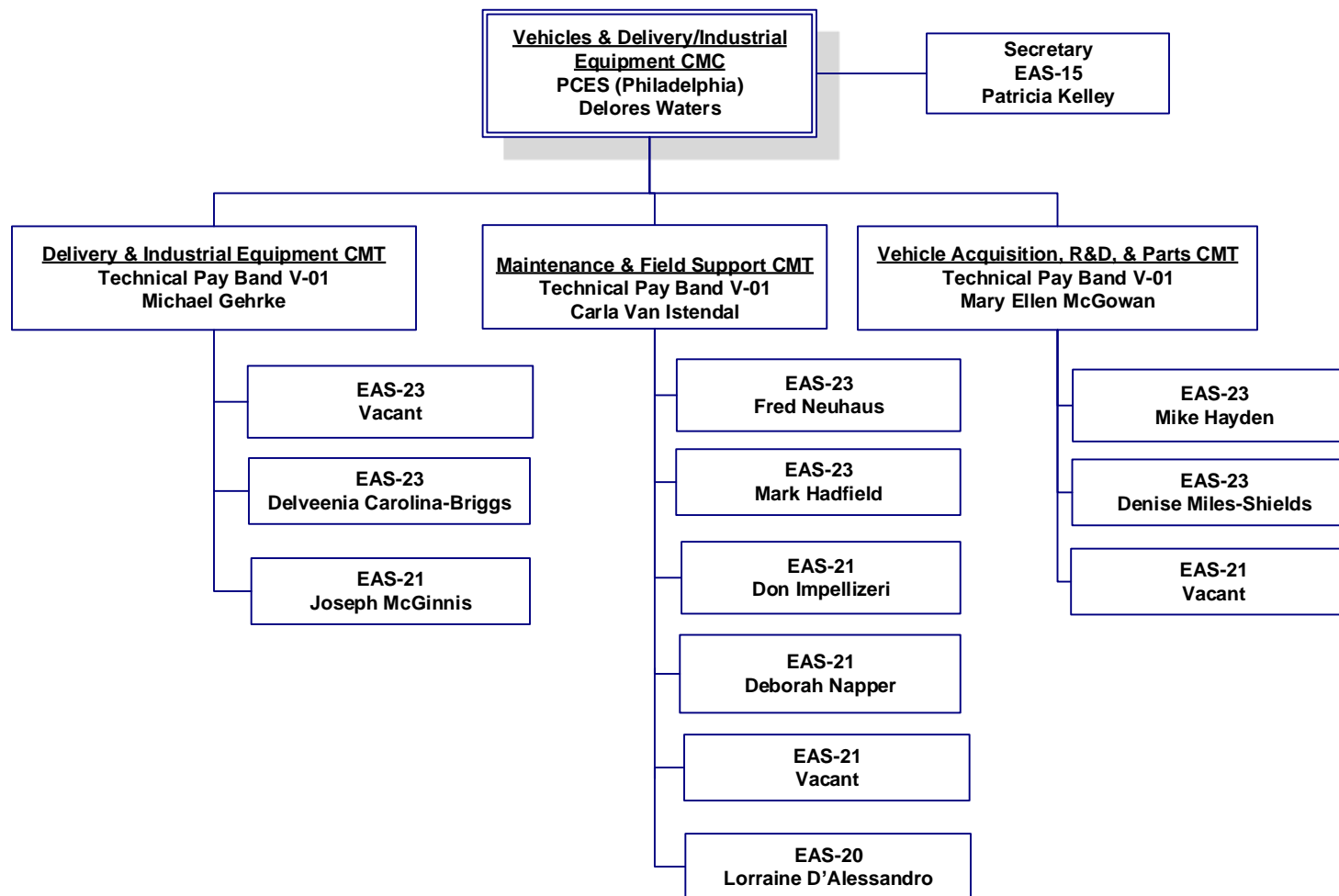
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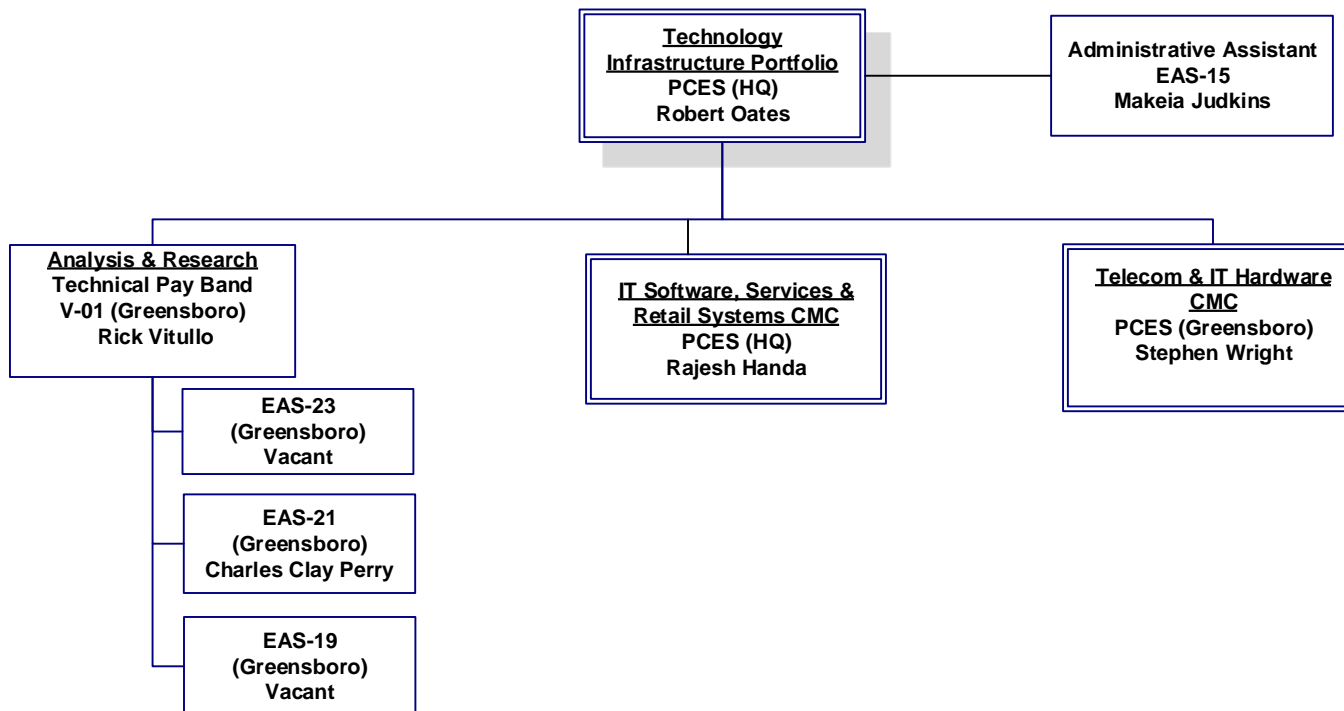
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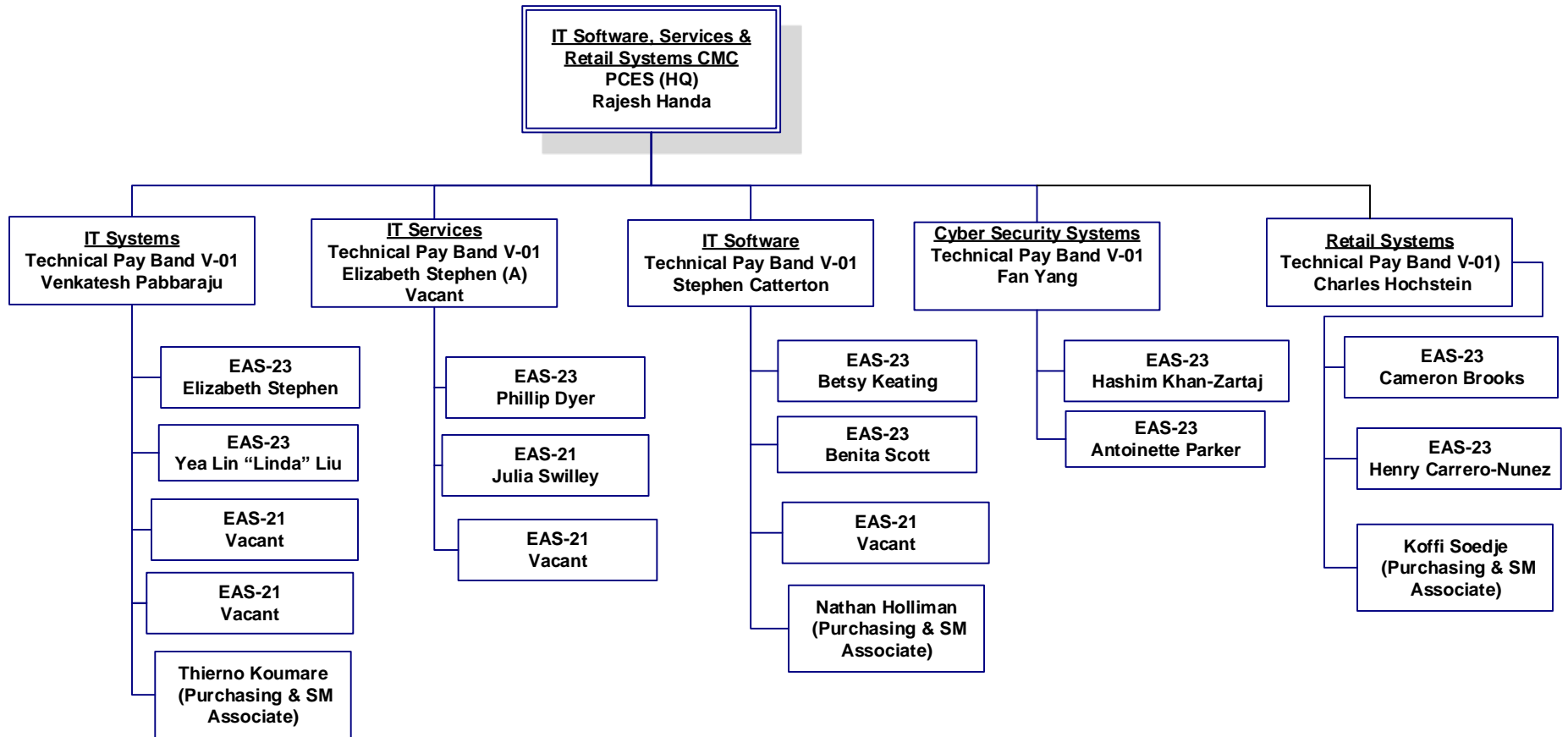
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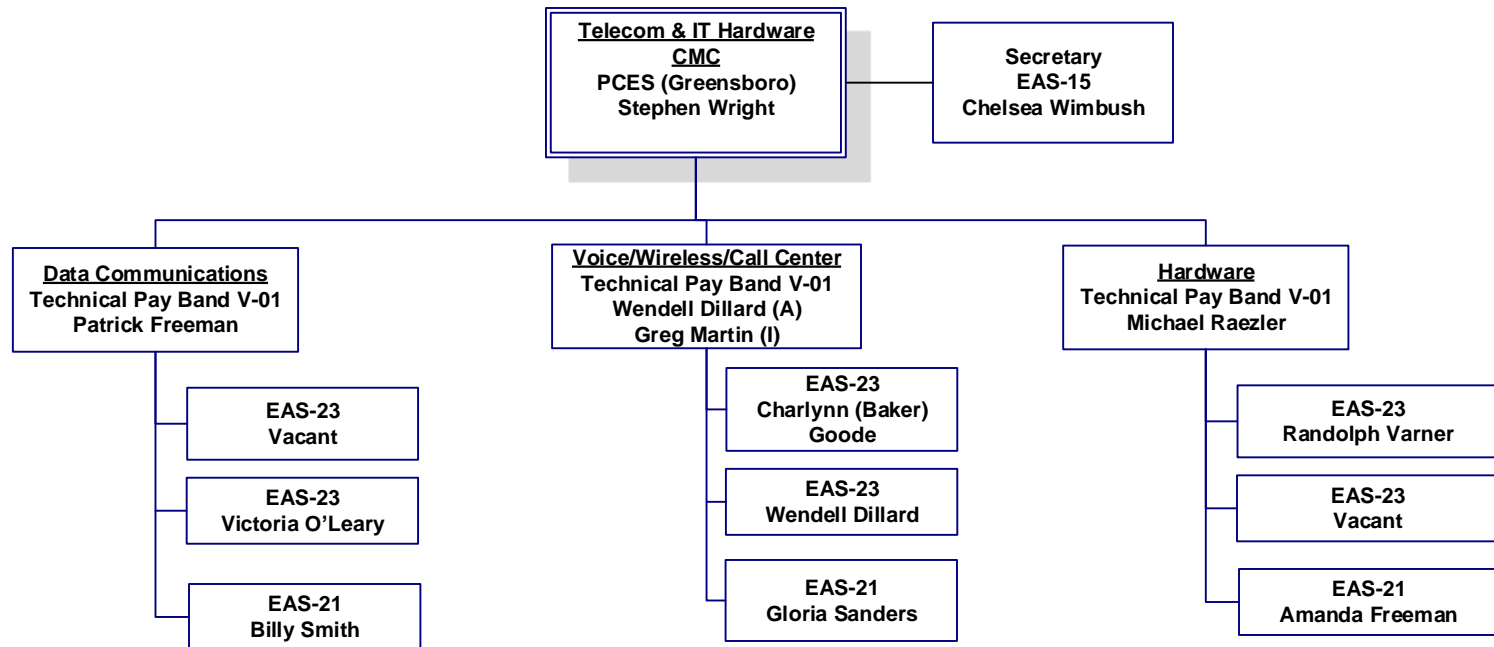
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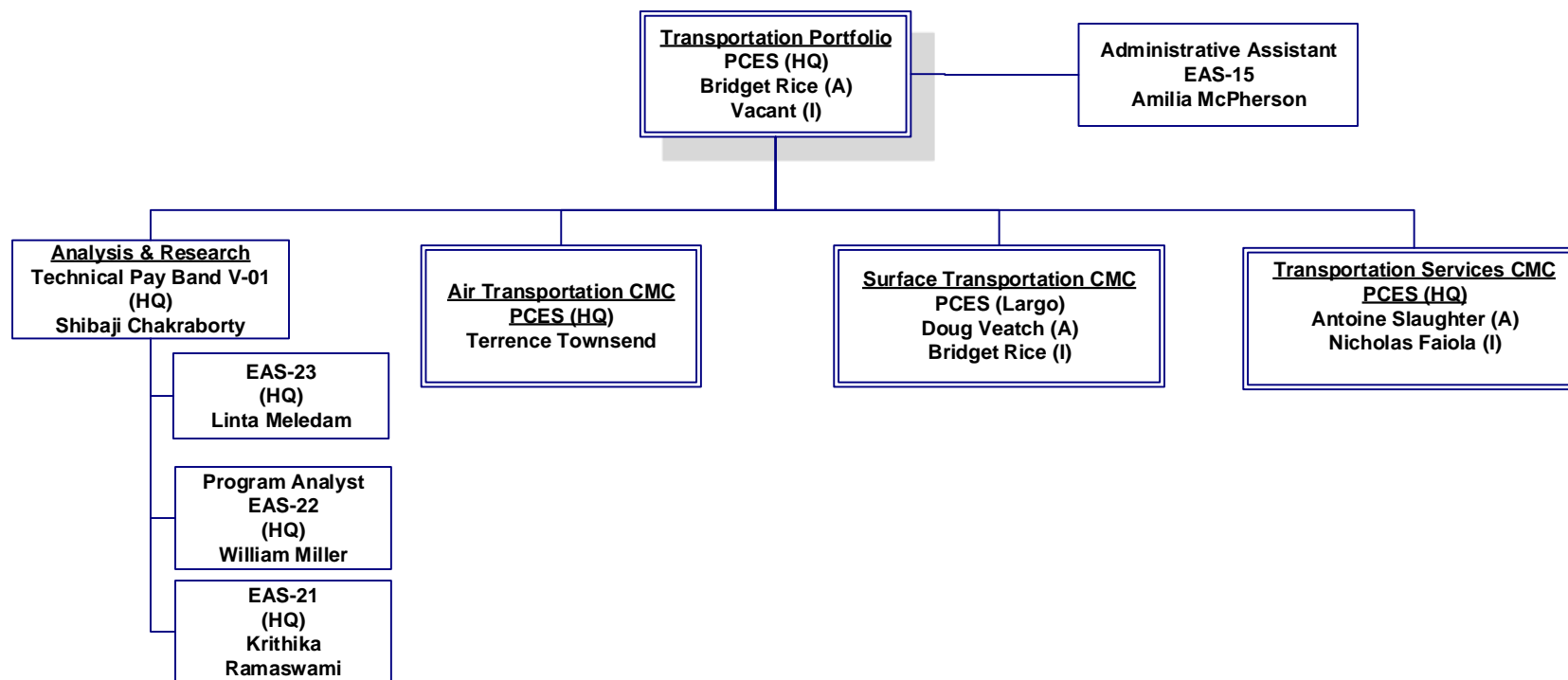
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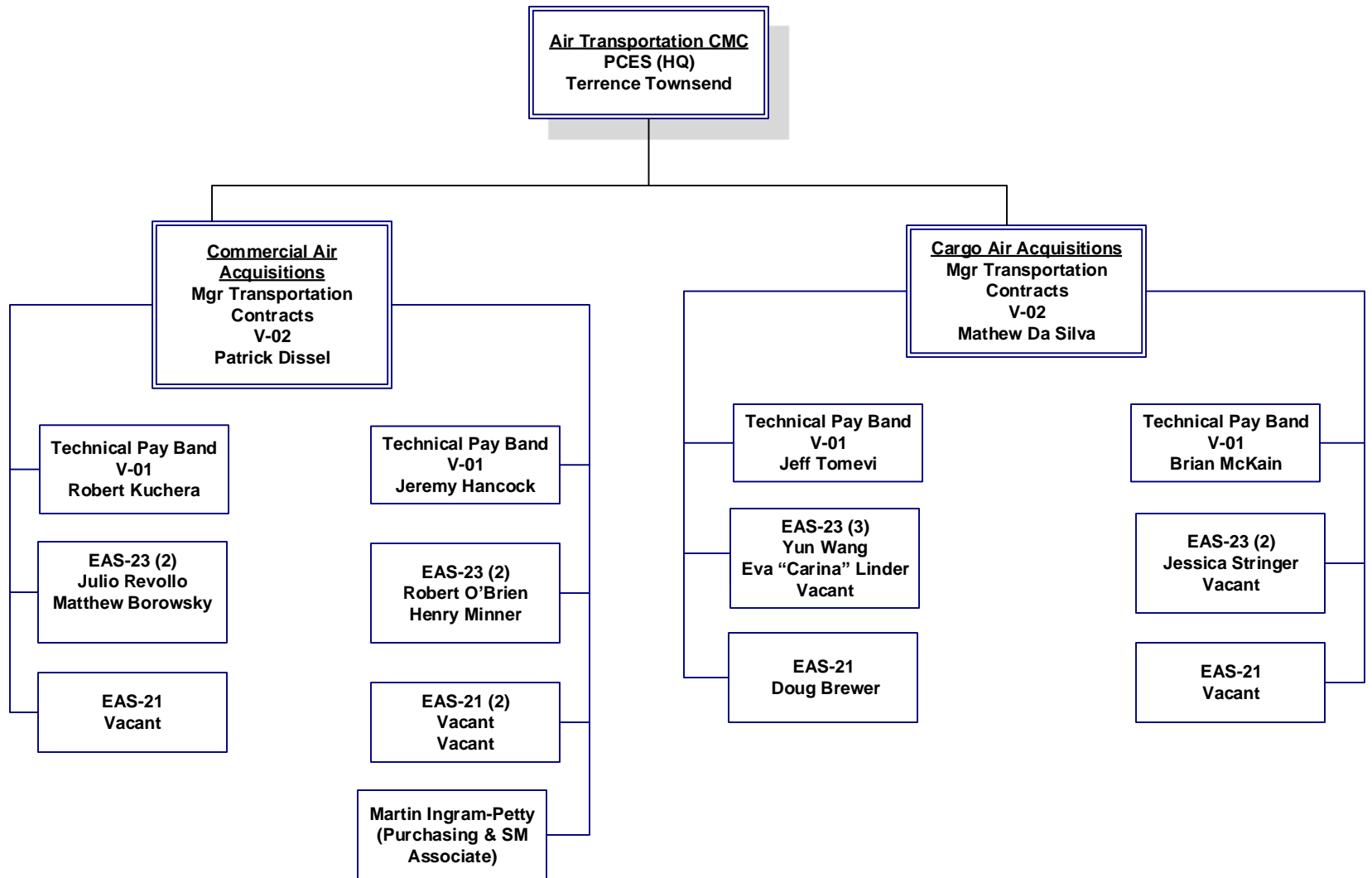


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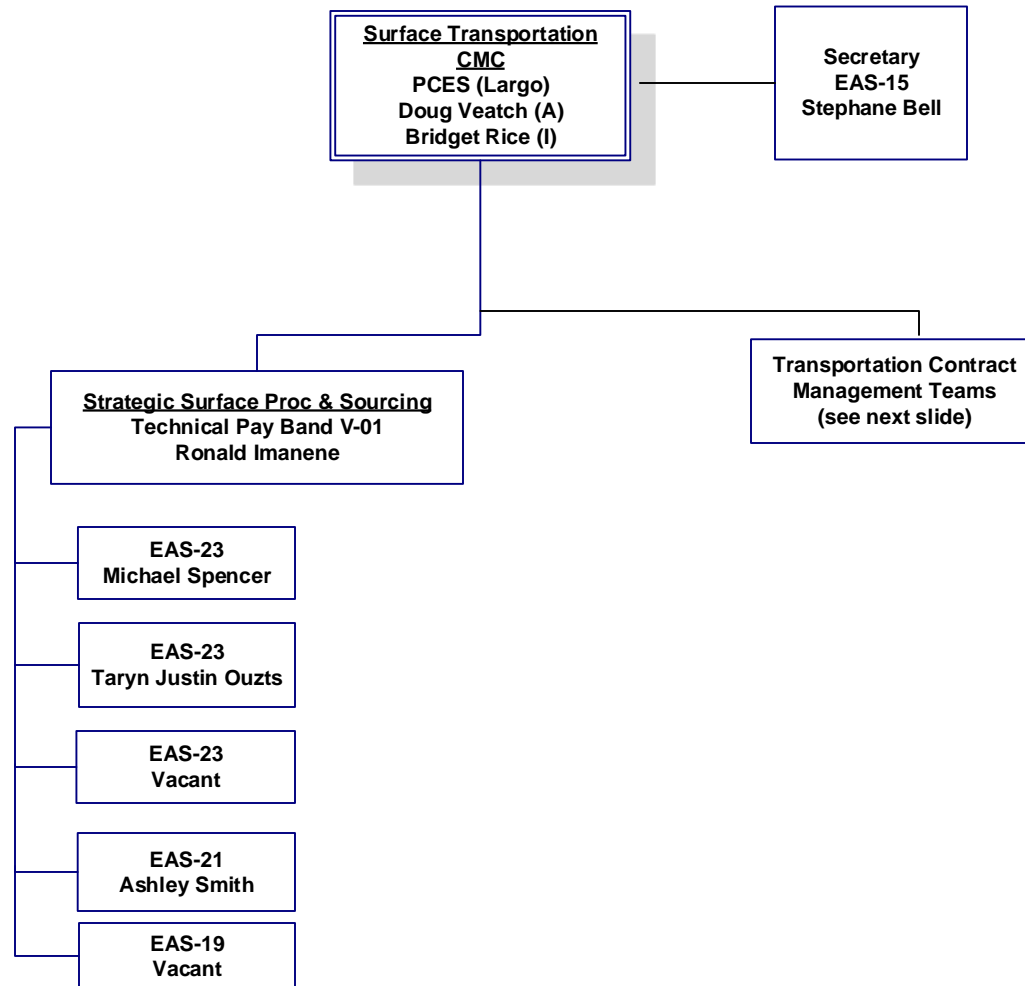


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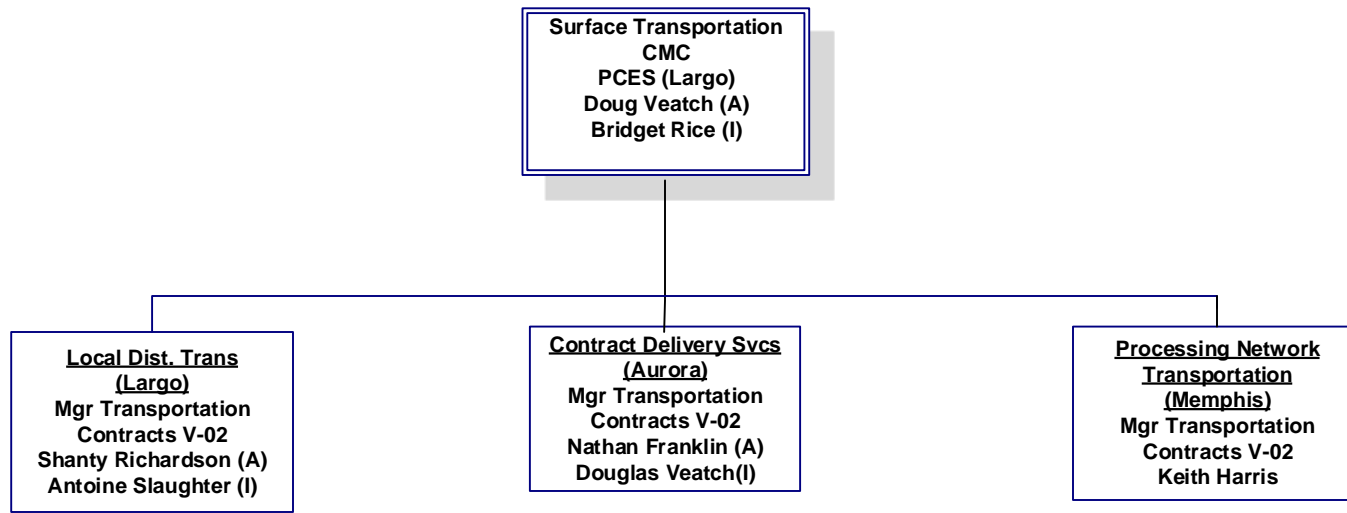




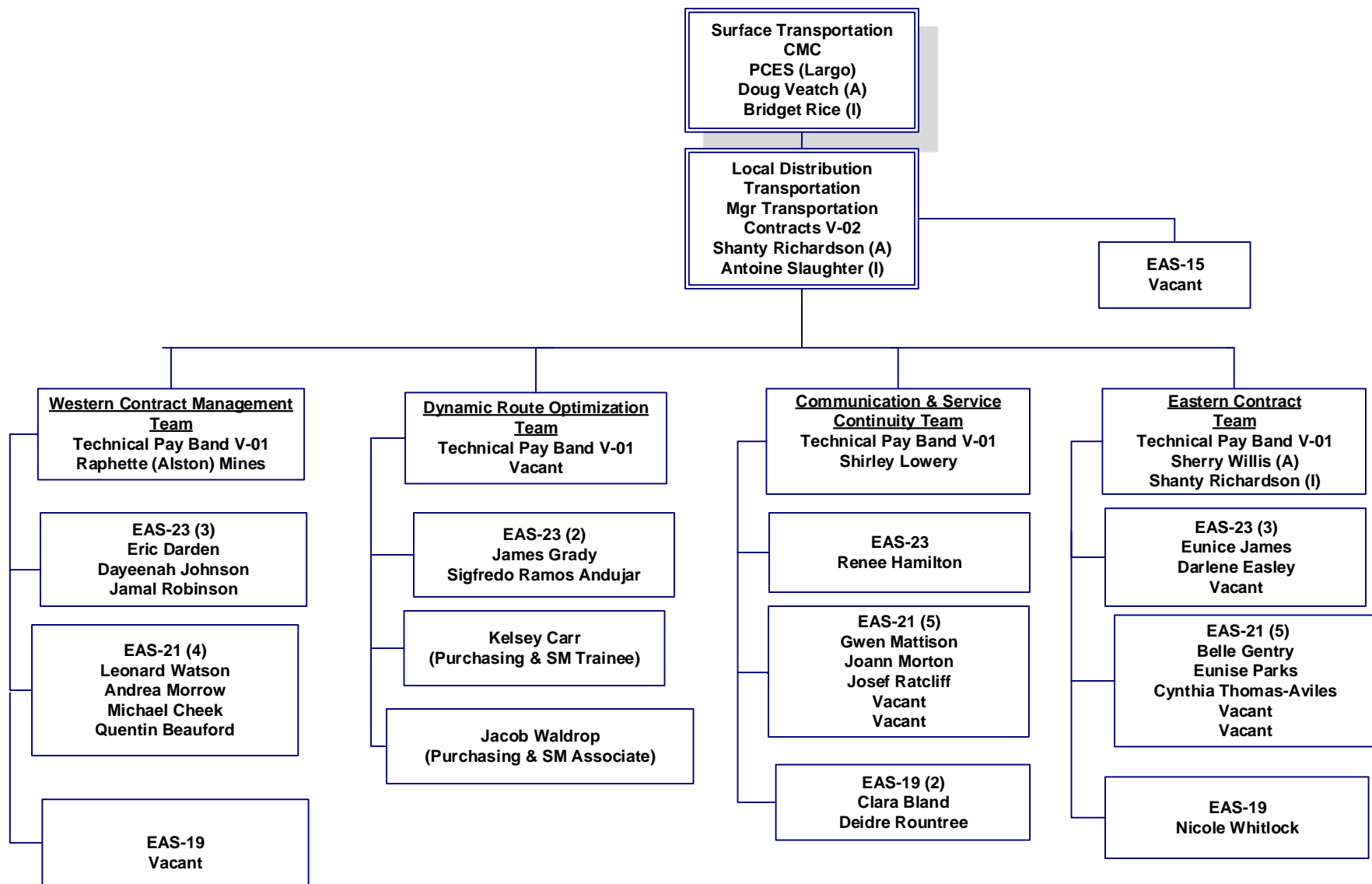
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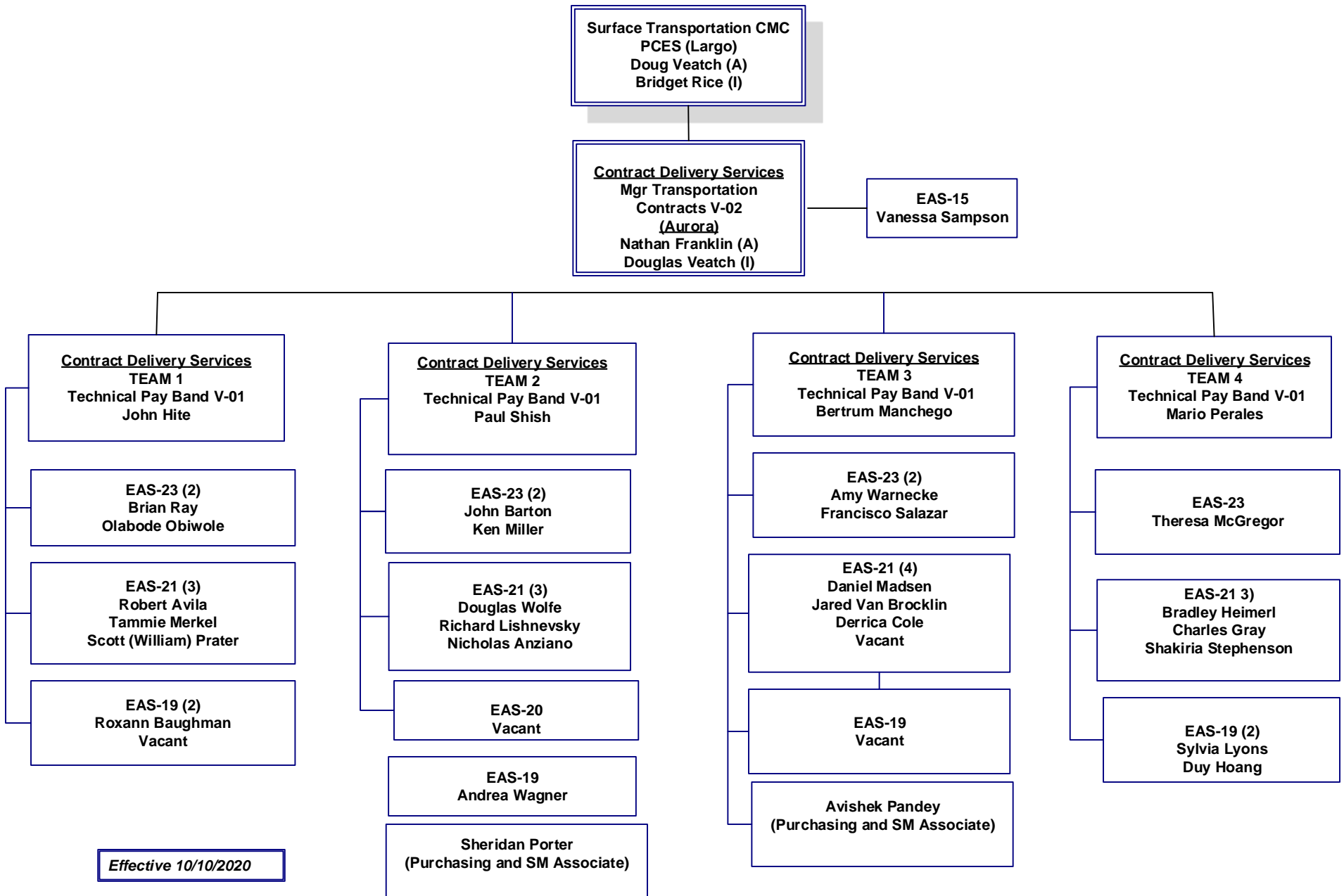
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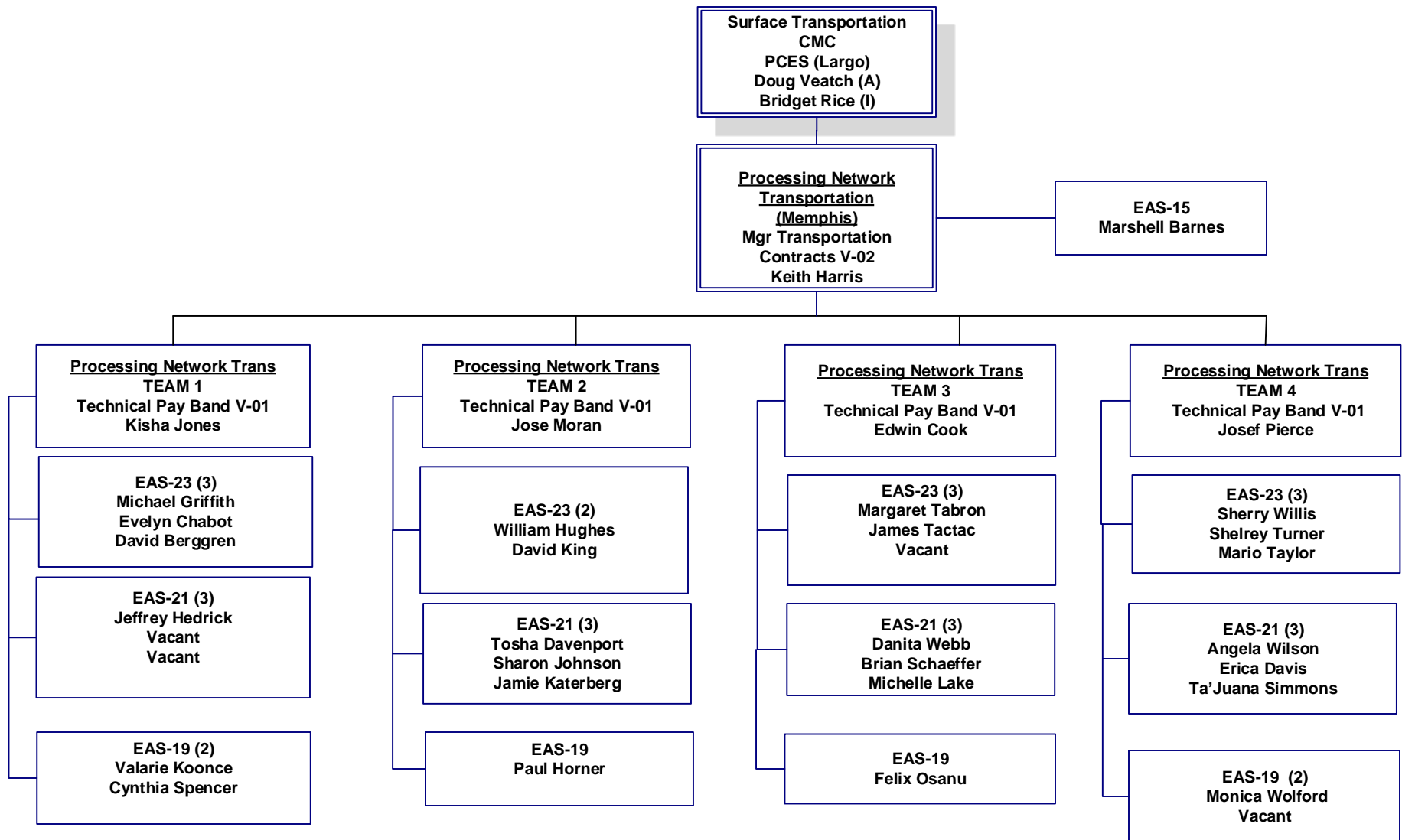


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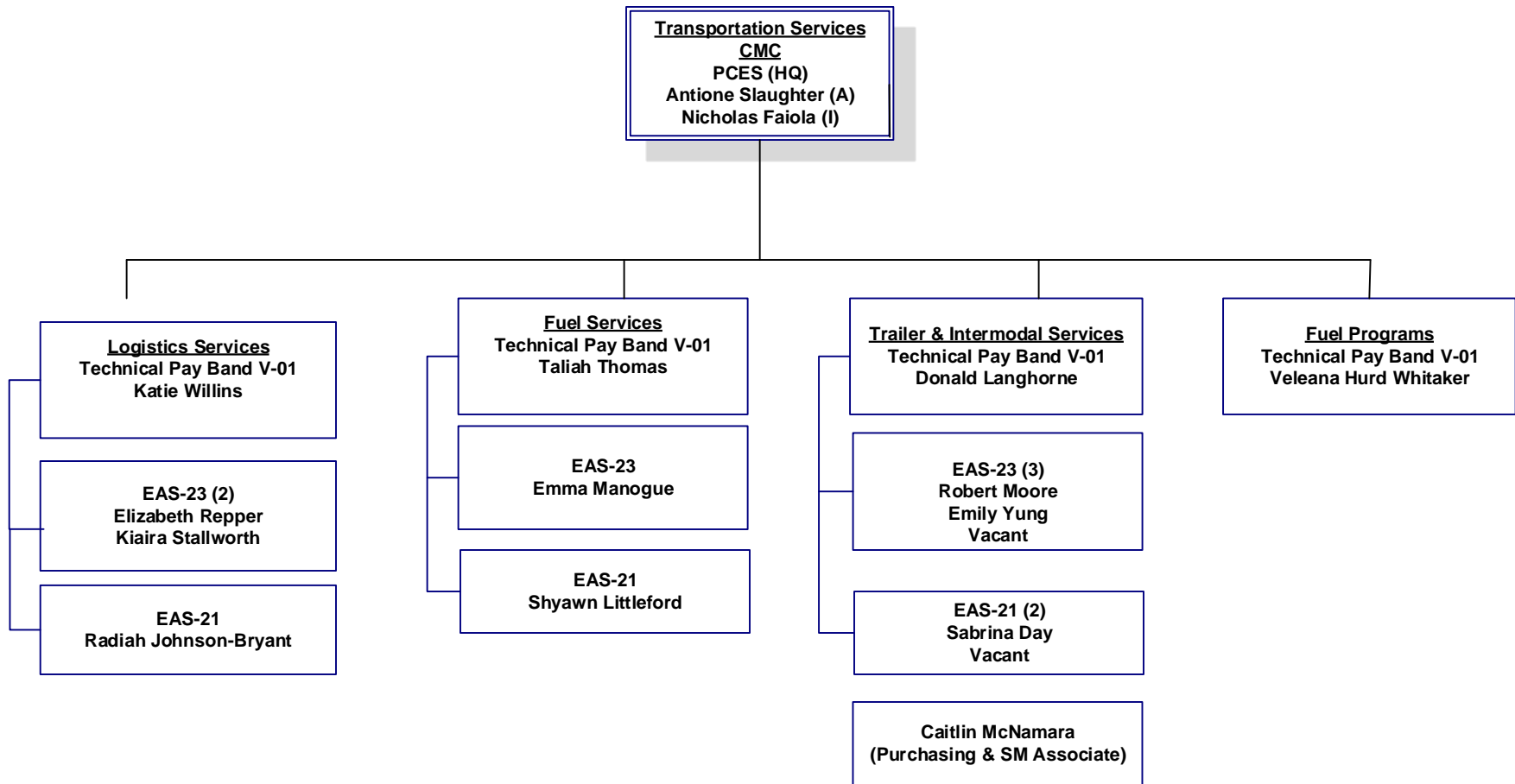


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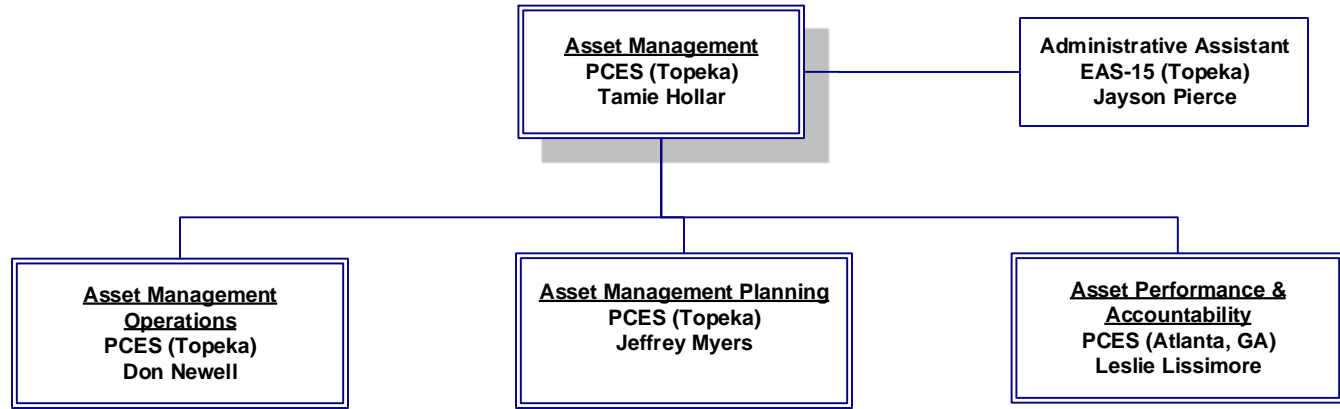




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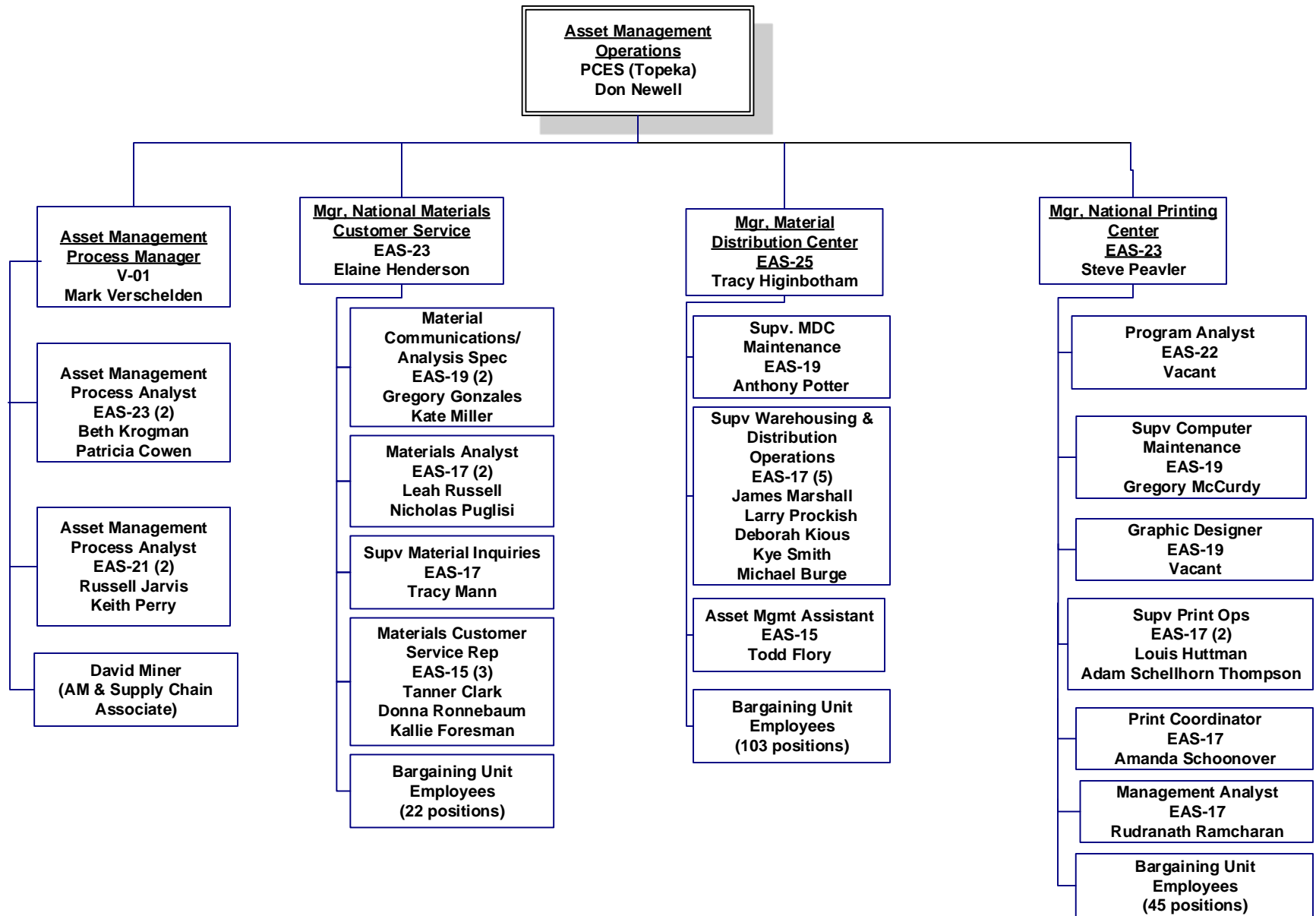


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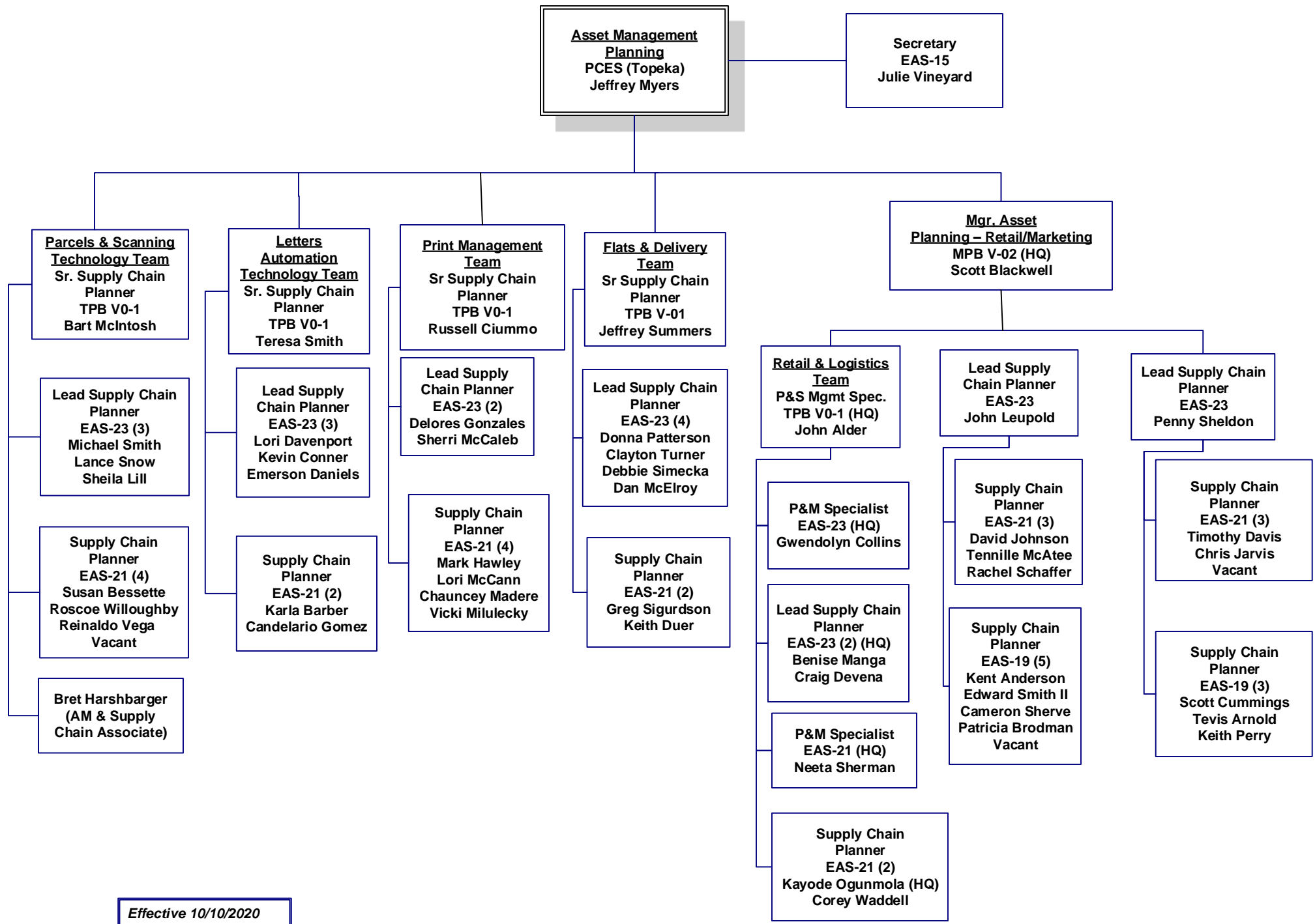
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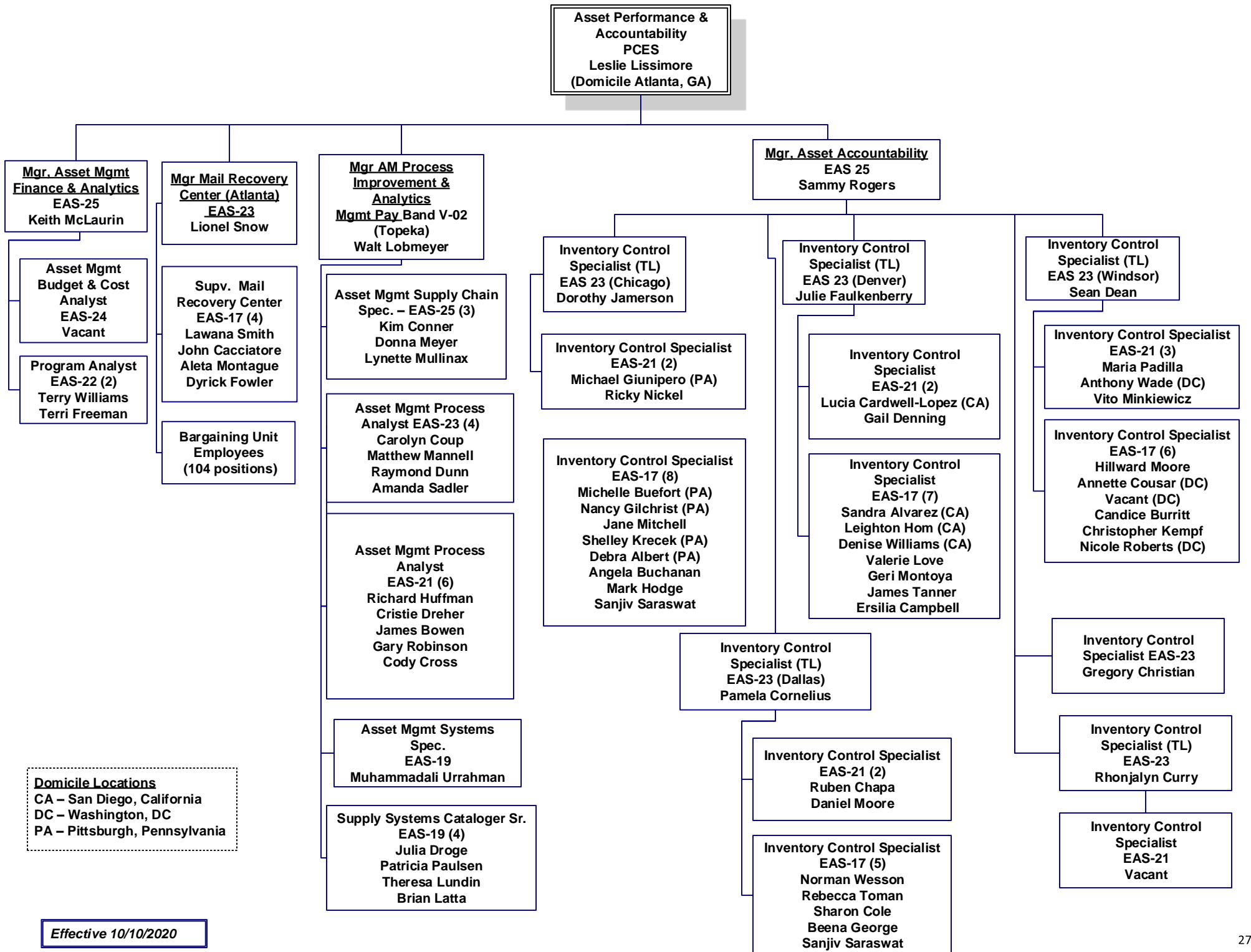


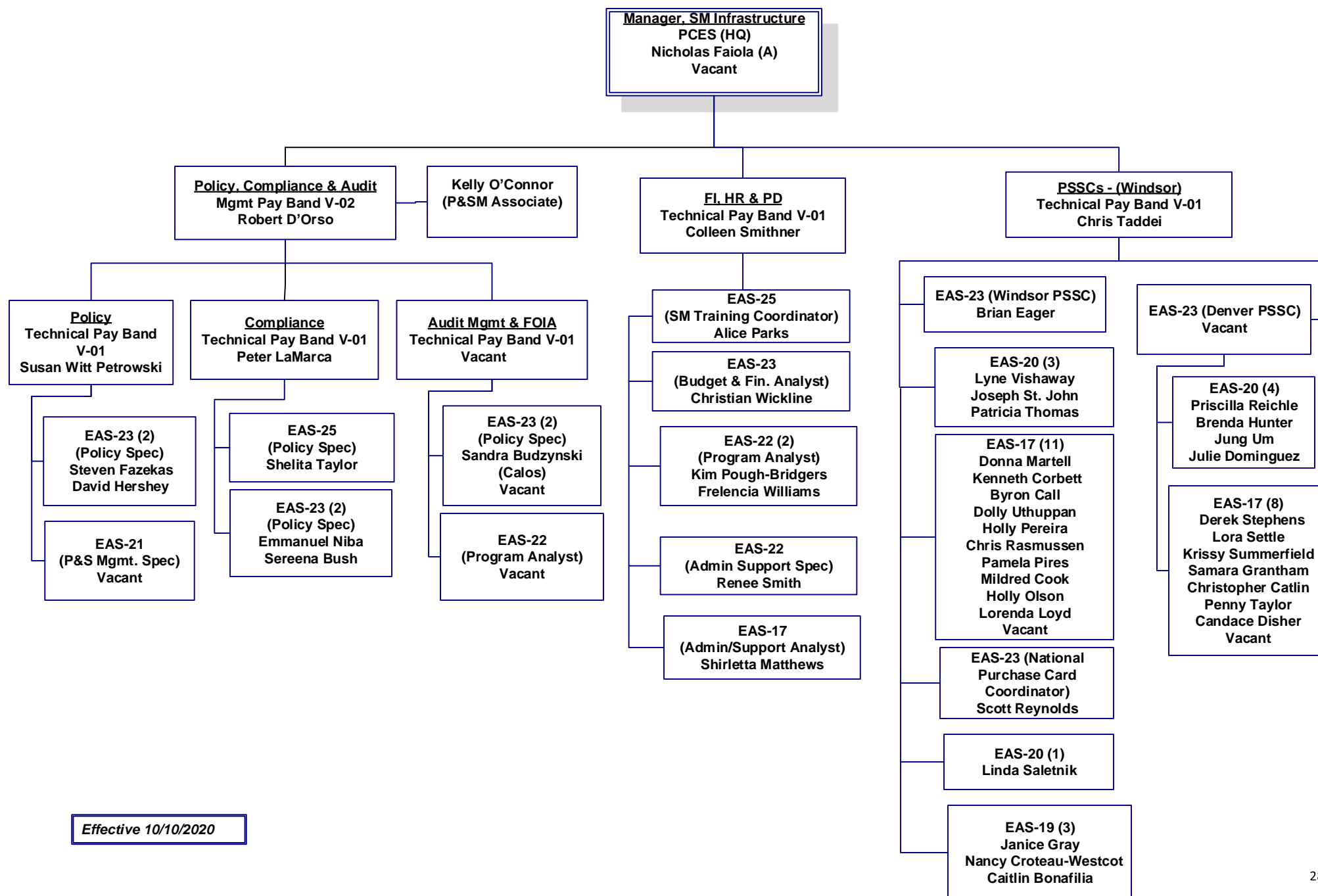


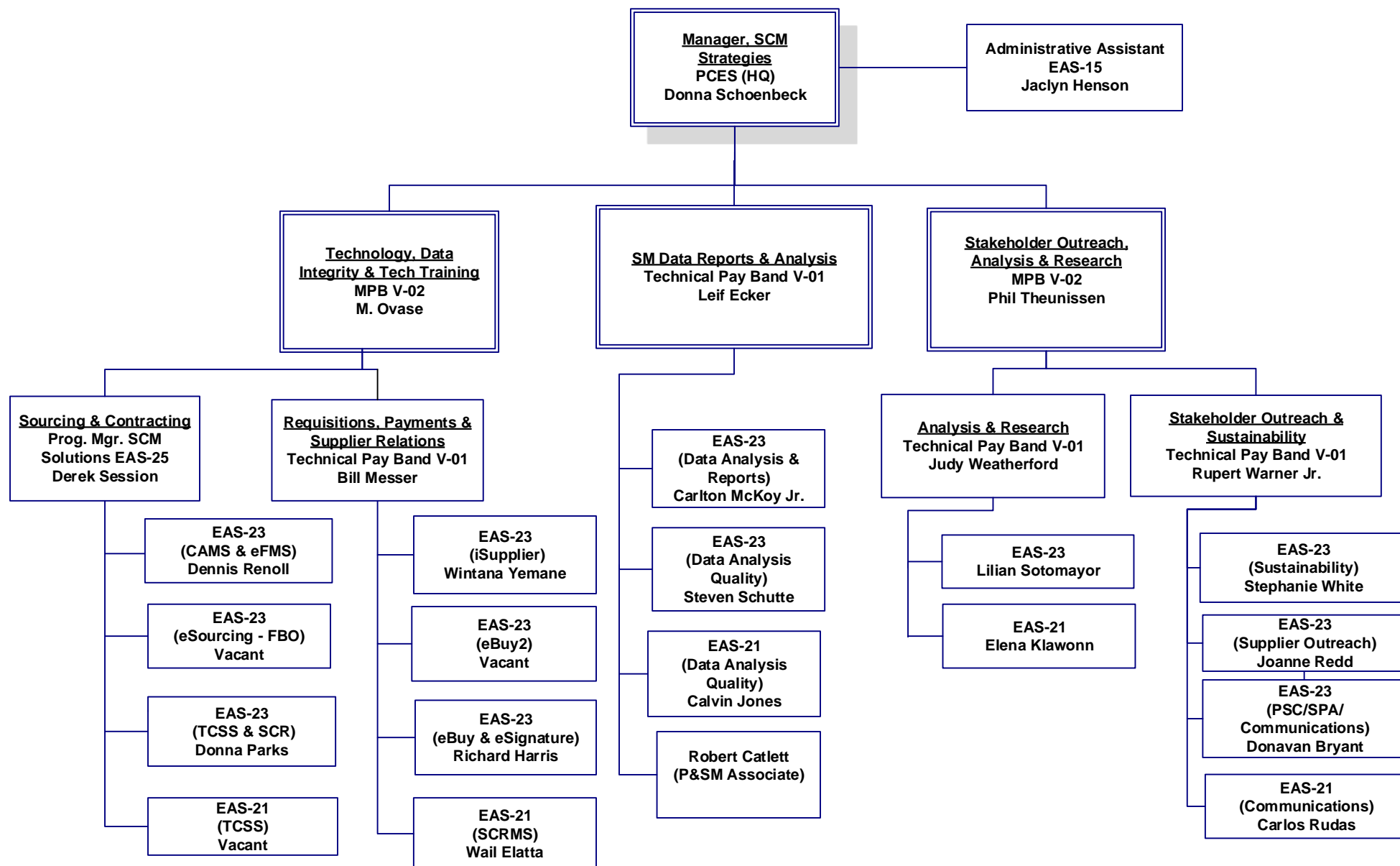
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Note: Bargaining unit employees are shown as summary information only









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