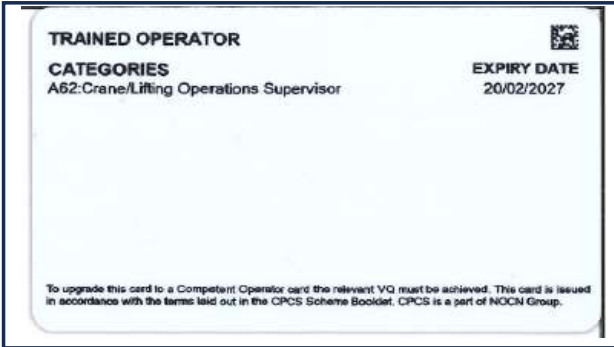


COMPETENCY CARD



Dave Swann

Dave Swann, Operations Director