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# SOCIETY OF PLASTICS ENGINEERS

**BLOW MOLDING DIVISION** 

Vol 2013 Edition 4

### **ABC 2013 - Looking Forward with a Global Perspective**



The 29th Annual Blow Molding Conference in Atlanta, Georgia, was a two-day, jam-packed conference held Oct. 8th and 9th. This much amticipated event included technical-business overviews; updates to industrial and automotive materials and applications; packaging machinery advancements; extrusion blow, co-extrusion and injection blow molding technology; packaging sustainability and recycling development; various barrier technology presentations and numerous "Plastic 101s" by leading industry experts.

Continued on page 4

# 2013 Lifetime Achievement Award Recipient Carl D. Ring

Chairman of Ring Container Technologies and Rapac LLC.

Mr. Ring joined Ring Can Corporation in 1980 to help it diversify from a metal can manufacturing base to include plastic blow molded containers for the foodservice and chemical industries. That startup company grew and evolved over the past 33 years into Ring Container Technologies which now operates eighteen highly automated, food-grade factories in the US, Canada, and the



UK. With its 2012 revenue of \$300M it has joined the ranks of the largest blow molders in the nation.

Mr. Ring earned a Bachelor's degree in Mechanical Engineering from the Georgia Institute of Technology in 1978, and joined E. I. DuPont before moving to Ring Can in 1980. Mr. Ring has served in the positions of Engineer, Plant Manager, V.P Engineering, V.P. Operations, President, C.E.O., and then Chairman in 1995. He also has been awarded numerous United States patents pertaining to machine design, container design, and bead design.

Mr. Ring is on the Board of Advisors for The Georgia Institute of Technology, the Board of Advisors for the Georgia Tech School of Mechanical Engineering, the Board of Directors of the Memphis Economic Club, and actively supports the University Of Memphis Herff College Of Engineering and LeBonheur Children's Hospital.

Mr. Ring is married to Trish Ring Ph.D., and together they have four children.

### **Chairperson's Message**



The 29th Annual SPE Blow Molding Division Conference (ABC) was held in Atlanta, GA in October 2013 setting a record with the number of attendees, sponsors and technical paper presenters. Over the course of two full days of sessions, October 8th and 9th, the Crowne Plaza at Ravinia was transformed into Blow Molding Ground Zero where over 300 industry specific participants gathered to share exciting innovations and essential market intelligence.

This event further validated how important the blow molding process is to the continuing growth and success of the plastics industry as well as the many industries supported by blow molded plastics products. On behalf of the entire Board of Directors, I'm honored to use this forum to thank each and every registrant. Without the presence of each of you, the event could not have been as successful, beneficial and informative.

This year's event was special! Not only was there a "buzz in the air" due to the genuine sharing of knowledge amongst the community, there was significant enthusiasm and respect for the Parts Competition. This first competition was conducted under the leadership of Mr. Lew Ferguson, President of Parisons Blow Molding based in New Jersey. Several of the awards winning projects are presently under consideration for the national SPE Parts Competition being held in conjunction with the ANTEC event scheduled for April in Las Vegas, NV.

In addition to the electricity surrounding the competition was a wonderful evening complete with a strolling dinner and cocktail reception to keep the energy level high. However, in my opinion, the evening was topped by a truly motivating and touching speech by the Division's Lifetime Achievement Award Recipient, Mr. Carl Ring, Chairman, Ring Container Technologies. Carl's willingness and unique ability to share the history, evolution and transformation of the business from inception to present day was certainly informative, riveting and inspiring.

Now that ABC 2013 is in the rear view mirror, this Board turns its efforts toward ANTEC 2014 and ABC 2014 which will be held in Chicago, IL October 6<sup>th</sup> and 7<sup>th</sup>. Currently, the blow molding division has 6 papers that will be presented at ANTEC and we are excited by our chances to again be presented the Gold Pinnacle (for outstanding performance in creating and delivering value to membership) and Communication Excellence (self-explanatory) Awards from our peers at SPE HQ in Newtown, CT.

Please take a moment to consider either your continued participation in our ABC event or becoming involved. Given the hard work and unwavering support of this Board over the past several years, the events have grown in size and have almost started to challenge the physical establishments in which they are held. This year, the property was sold out and special accommodations were made so all could attend. In fact, many of the sponsorship opportunities for Chicago have been committed so if you have intentions of participating, please contact Deirdre Turner, our Event Coordinator dcturner@earthlink.net.

As we head into this year's holiday season, I wish everyone a joyous and safe season and a healthy and happy 2014.

Best Regards,

Jeffrey Light, Chairman SPE Blow Molding Division

Jeffrey Light

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Pictured from left to right are:
Gary Henneberry, Dave Calderone, Don Peters, Lew Ferguson and Dan Weissmann



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ABC 2013 - Looking Forward . . . .

Continued from Pg. 1





Highlight of this year's event included a keynote by Ira Boots, CEO, Cincinnati Milacron and the honoring of Carl Ring, founder of Ring Container, with the 2013 Lifetime Achievement Award given by the SPE Blow Molding Division.

New this year was the divisions First Annual Blow Molded Parts Competition. This competition was open to all blow molding businesses and the article in this newsletter provides the details.

This year's conference also brought a record number of sponsors to Atlanta. Over 55 sponsor companies participated in the exhibits playing a key role on maintaining the success and continued growth of the event offering over 300 attendiees the opportunity to meet with existing suppliers, clients and prospective customers.

The Division continues to work toward growing our membership, and gratefully acknowledges this year's conference sponsors, guest speakers and attendees. "Atlanta was great!" stated Deirdre Turner, ABC Conference Coordinator, "But I'm looking forward to returning to Chicago for ABC 2014!"

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# ABC 2013 – A Record Year for Sponsor Support!

The Global Intersection of Blow Molding was this year's theme for the 29<sup>th</sup> Annual Blow Molding Conference and for a brief couple of days this past October, the Crowne Plaza Perimeter in Atlanta provided the backdrop for an information-packed, two-day, multi-speaker, multi-session technical conference focused solely on the blow molding industry.

A major highlight of the ABC was the unparalleled networking platform provided by those companies who sponsored this year's Conference. Representing a global cross-section of companies, the exhibits at ABC 2013 included companies from as far away as India and the United Kingdom to those minutes away in the suburbs of Atlanta.





Nearly 60 companies supported this year's ABC as sponsors--54 companies shared exhibit space in the main hall. At the main entrance to the exhibit area, attendees were greeted by this year's *Hospitality Sponsors* Plastrac, Inc. and Auriga Polymers of Indorama. ASB Nissei Company, A-ToP Polymers, Creative Blow Mold Tooling and The Dow Chemical Company further supported ABC 2013 by sponsoring the conference lanyards, flashdrives, show bags and wi-fi for exhibiting companies.



Continued on next page

New exhibitors this year included Riverdale Global, experts in color and pigments, and Yupo Corporation America, a leader in synthetic papers for packaging. Purging compound developers Aquapurge Ltd. and Clean Plast Purge Compounds were new exhibitors to the ABC, as were material handlers A-Ward Attachments and Recycled Materials, Inc. from Georgia. For a complete list of all of our sponsors this year, including links to their websites, please visit the SPE Blow Molding Division website at this url: <a href="http://www.blowmoldingdivision.org/sponsors/">http://www.blowmoldingdivision.org/sponsors/</a>





Each year, the ABC brings together the most advanced companies and renowned experts in blow molding technology, processes, equipment and materials, all of whom gather to learn about the latest technologies and trends, to evaluate products and services, and to network with their friends and colleagues. Sponsor support makes a number of things possible including:

- Educational grants for the SPE's Blow Molding Division's award winning students
- Complimentary conference registration and travel aid for selected students and blow molding focused academic programs
- Support for the recruitment of new members to the blow molding division
- And, perhaps most importantly, supporting an event that provides an unparalleled networking platform for current and prospective blow molding businesses.

We extend our sincere thanks to our sponsors for contributing to the success of the ABC 2013 and look forward to continuing our partnerships which are vital to the on-going success of the Blow Molding Division.

Mark your calendars now for ABC 2014



31st Annual Blow Molding Conference and Exhibits October 6-7, 2014

Chicago Marriott O'Hare 8535 West Higgins Road, Chicago, Illinois 60631



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# SPONSORSHIP OPPORTUNITIES



### 30th Annual Blow Molding Conference and Exhibits October 6-7, 2014

Chicago Marriott O'Hare 8535 West Higgins Road, Chicago, Illinois 60631

We are currently accepting Sponsorship Registration Forms for ABC 2014 Exhibits

### Sponsorship Levels Include:

	Diamond Sponsor	Platinum Sponsor	Gold Sponsor
Sponsorship opportunities	\$2,800	\$1,800	\$500
Recognition as Conference presenting sponsor, with prominent signage at event	✓		
Sponsorship recognized at all Blow Molding Division activities.	✓	✓	✓
Marketing benefits			
Division electronic format newsletter ads.     Newsletter is placed on division's website     (www.blowmoldingdivision.org)	One-half page (8 ½" x 5 ½")	One half-page (8 ½" x 5 ½")	
Ad posted on Blow Molding Division website with hotlink to your company's website	<b>√</b>	✓	<b>√</b>
Conference benefits			
One tabletop exhibit space in ABC 2014 Conference Exhibits (\$600 value)	✓	✓	
One hospitality sponsorship at ABC 2014 with corporate recognition (\$1200 value)	✓		
Includes registration for 1 booth person; 2 attendees (\$1785 value) to ABC 2014.	<b>√</b>		
Includes registration for 1 booth person; 1 attendee (\$1190 value) to ABC 2014.		✓	

Space is limited. Call or email Deirdre Turner for a Registration Form and Current Floor Plan or to discuss other Sponsor Opportunities such as coffee breaks, receptions, Wi-Fi, luncheons, breakfast and refreshment breaks.

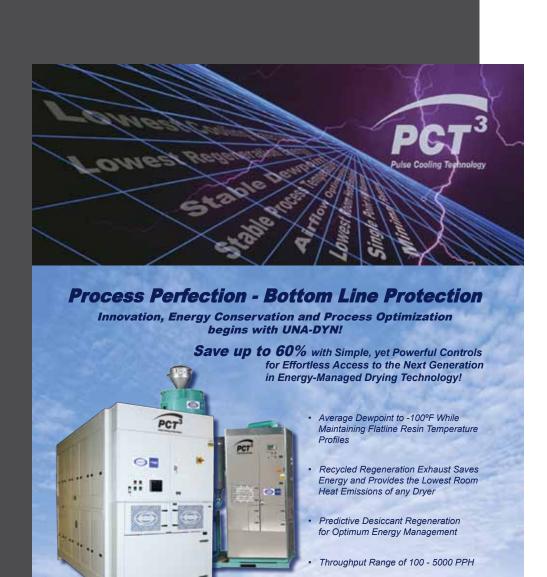
Tel: 248-505-5136 or Email: <a href="mailto:dcturner@earthlink.net">dcturner@earthlink.net</a>

















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### **2013 Student Design Competition Winners**

The Society of Plastics Engineers SPE Blow Molding Division conducts an Annual Student Design Contest to promote interest in blow molding applications.

32 design submissions were received for this year's blow molding design competition. These were reviewed and judged by the Education Committee.

This year's winners are as follows:

1st Place ..... \$1000

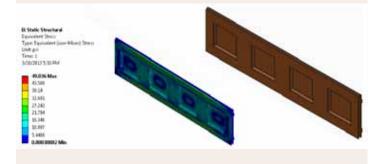
**3D-Blow Molded Step Tubes for Automobiles** 

Michael Speranza Penn State Erie – The Behrend College



2<sup>nd</sup> Place ..... \$650

"Plasti-Garage"
An Extrusion Blow Molded Garage Door Panel
Matt Ference
Penn State Erie, The Behrend College





Michael Speranza (left) and Matt Ference (right) displayed a poster of their projects at the ABC 2013 in Atlanta.

3nd Place .... \$350

"Plastic Casket"

Matt James Gillenberger
Penn State Erie, The Behrend College

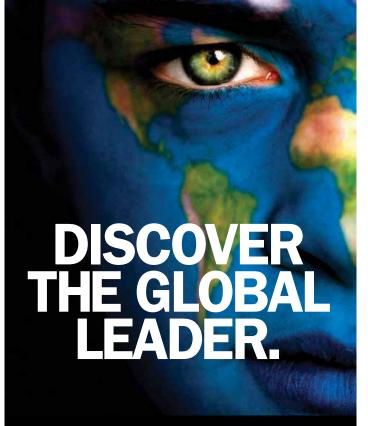
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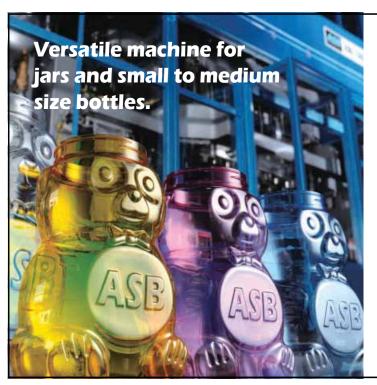
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### 30th Annual Blow Molding Conference and Exhibits October 6-7, 2014

Chicago Marriott O'Hare 8535 West Higgins Road, Chicago, Illinois 60631

### **CALL FOR PAPERS**

The ABC 2014 Conference Co-Chairs are currently accepting submissions for technical presentations for the 31<sup>st</sup> Annual Blow Mold Conference on such topics as:

- Emerging, innovative technology
- Sustainability initiatives and case studies
- Renewable/Biopolymers developments
- Barrier technology enhancements
- Developing Materials/Additives
- Product Design and improved functionality
- Processing and machinery developments

Submission Deadline is Feb. 5, 2014 at which time conference co-chairs will review your abstract, consider its relevance to the technical program and send you an email response once the review is completed.

### Please complete the following information:

Working Title of Presentation:				
3 points describing your presentation	on:			
Describe you presentation topic in n	nore details or email an abstract:			
Please complete the following:				
Name:				
Street Address:				
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Abstract Deadline is Feb. 5, 2014
Please complete this form and email to
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# **Continuing Education**



The Blow Molding Division of the Society of Plastics Engineers and Graham Engineering Corporation co-sponsor a program for continuing education of blow molding industry workers. By making financial resources available to Blow Molding Division member companies, this program will assist more people in obtaining continued education in blow molding and improve their job-related skills.

Up to \$500 per person is available to attend an SPE Blow Molding Conference, an SPE Seminar in Blow Molding, or other program applicable to blow molding.

### **Eligibility Criteria:**

- 1. The employee must be a full-time employee of one of our member companies (having at least one current member of the SPE Blow Molding Division).
- 2. The employee's job function must be blow molding related.
- 3. The employee's academic training must not be higher than Associate Degree.
- 4. The employee must have company recommendation and support.
- Costs exceeding \$500 will be the responsibility of the employee or employer.

### **How to enroll:**

1. Submit a request to the Blow Molding Division at the following address:

Agri Industrial Plastics Attn: Geoff Ward 301 N. 2nd St Fairfield, IA 52556

geoff.ward@aipcompany.com

- 2. Include a letter of support from your company.
- 3. You will be notified of acceptance before the event that you wish to attend.

### **SPE Blow Molding Division 2013 Scholarship Award**

Bryan Robinson is the recipient of the SPE Blow Molding Division's 2013 - 2014 Carrie Fox Solin Memorial Scholarship in the amount of \$6000. He is a junior at Pennsylvania College of Technology majoring in Plastics and Polymers Engineering Technology. Bryan is very active in the Penn College student chapter of SPE, having served last year as Treasurer and is the current President. He has completed three summer internships at Drug Plastics & Glass and Quadrant EPP. At these companies he worked in the production, engineering, and R&D areas.

Bryan is on the Dean's list at Penn College and works on campus as a Residents Assistant. He has a strong interest in blow molding, having completed 2 internships at Drug Plastics, submitted a project in the 2013 Blow Molding Division's Student Design Competition, and attended the 2012 ABC in Pittsburgh. Bryan was the unanimous choice of our selection committee based on his outstanding record of academic and extracurricular achievements.



Our scholarships and other educational support programs are funded from the returns on a \$206,000 endowment built up over time with the revenue from our sponsors.

Since inception of the program, the SPE Blow Molding Division has awarded \$284,500 in scholarships to 37 students enrolled in programs that include curriculum pertaining to blow molding. Bryan is the 3rd Penn College of Technology student to receive a SPE Blow Molding Division scholarship.

The Blow Molding Division of the Society of Plastics Engineers awards its annual Memorial Scholarship(s) to selected students enrolled in plastics engineering programs. The SPE is an organization dedicated to promoting the scientific and educational aspects of the plastics engineering profession, and the Blow Molding Division provides a forum for the promotion and dissemination of information relating to blow molding technology.

The value of the scholarship is \$6,000.00. Funds will be distributed in two disbursements over a two-year period, usually during the junior and senior terms. If the recipient is a senior, a \$3000 award will be made. The award recipients will be recognized at the SPE Annual Technical Conference (ANTEC) or the SPE Annual Blow Molding Conference (ABC). A travel allowance is available.

### Qualifications for the scholarship are as follows:

- 1. The student must be enrolled full-time in a degreed undergraduate Plastics Engineering program.
- 2. The student should be completing the 2nd year of a four-year program.
- 3. The student will have at least a 2.5 overall grade-point average (4.0 scale).
- 4. The student must be a member of an SPE Student Chapter.
- 5. The applicant will submit a brief essay with their application describing the importance of blow molding to the technical parts and packaging industry.

We seek students who plan to make a career in plastics engineering (a sincere interest in the Blow Molding industry is a plus). We request that qualifying students submit an application by following the instructions and completing the appropriate forms for the Blow Molding Division Memorial Scholarships at the SPE Foundation website.

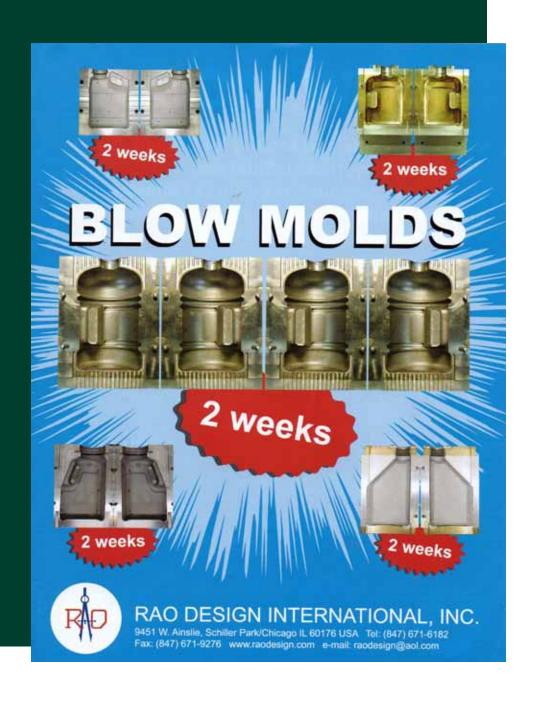
See our website for additional information.

http://www.blowmoldingdivision.org/scholarships-memorial-program/



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### **SPE Blow Molding Division School Grant Program**

Revenue from the ABC and our sponsors is used to fund grants to educational institutions for the purchase of blow molding equipment or educational resources pertaining to blow molding.

The SPE Blow Molding Division and one of our sponsors, Rocheleau Tool and Die Company, teamed up to assist Pennsylvania College of Technology's (PCT) Plastics program with replacing the parison programmer on their lab's Hesta extrusion blow molding machine. Rocheleau provided a discounted new parison programmer and performed the installation last summer. The Blow Molding Division supported the project with a \$4000 School Grant Award. The picture shows students enrolled in the PCT PPT 251 Blow Molding course working with the new Rocheleau parison programmer.



Feedback from John Bartolomucci, the Assistant Professor at PCT who teaches the blow molding courses.

«The SPE Blow Molding Division's \$4000 Education Grant award to Plastics and Engineering Technology programs at Pennsylvania College of Technology was very helpful in replacing the original equipment 30 pin pegboard programmer. The latter had malfunctioned over nearly year ago and was not repairable despite efforts to do so. The Rocheleau programmer is working just fine and students are gaining experience in achieving wall thickness and objectives circumferentially from top to bottom of the container that they are running. The attached Excel chart shows their accomplishments in going from roughly 0.050 inch wall thickness at start and reaching their objective of 0.030 inch plus/minus 0.0030 in. with the new programmer, pre-attention to die pin centering, and minimum parison hang time. Their next objective of 0.025 inch plus/minus 0.0025 inch as measured using a Hall effect instrument was likewise achieved.»

Feedback from Steven Rocheleau, President of Rocheleau Tool and Die Co., Inc.

«John, We are very glad to hear that the programmer is working out so well for you. Glad to be part of what you are doing to educate students and to support our great plastics industry.»









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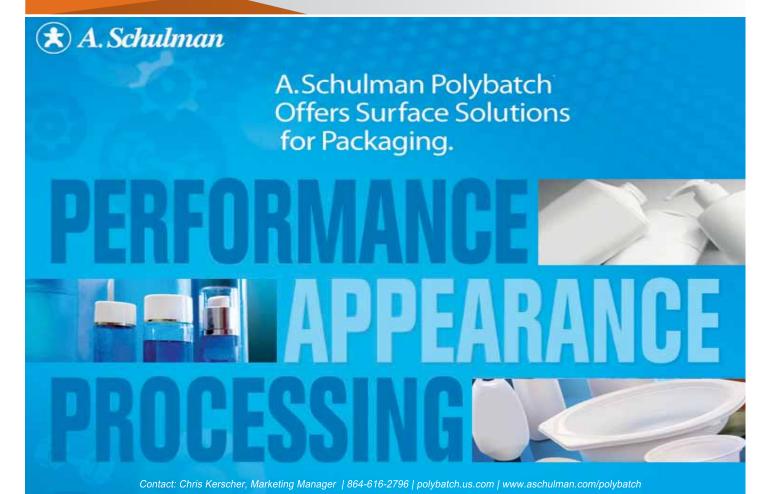
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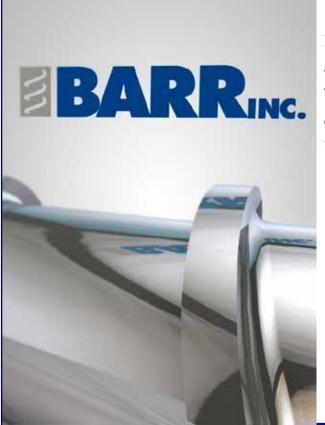












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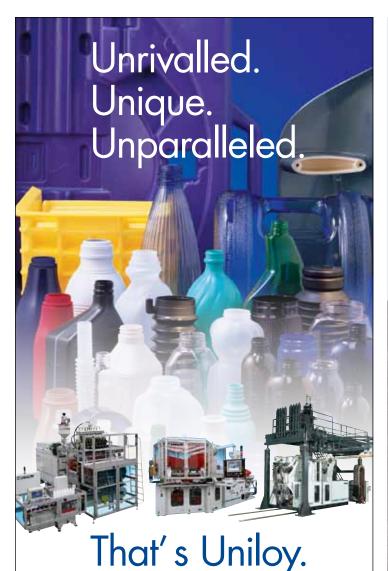
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### **ABC 2013**

### BLOW MOLDED PARTS COMPETITION AWARDS AND ENTRY SUMMARY



### **INDUSTRIAL APPLICATION DIVISION AWARDS**

### **First Place:**

### **GM T172 Equinox C3LS Fuel Tank**

SUBMITTED BY / COMPANY: CHUCK FLAMMER / KAUTEX MACHINES

### **Second Place:**

### **Pool Stool with LED**

SUBMITTED BY / COMPANY:
DALE KLAUS / QUALITY CUSTOM MOLDING
ROBERT JACKSON / JACKSON MACHINERY, INC.

### **Third Place:**

### **Ford Turbo Duct**

SUBMITTED BY / COMPANY:
DANIEL R. CLAYTON / POLYMER PRODUCTS INC.

### **AWARDS BY CATEGORY**

**Automotive / Transportation Category** 

### **First Place:**

### **GM T172 Equinox C3LS Fuel Tank**

SUBMITTED BY / COMPANY:

**CHUCK FLAMMER / KAUTEX MACHINES** 

### **Second Place**

### **Ford Turbo Duct**

SUBMITTED BY / COMPANY:

**DANIEL R. CLAYTON / POLYMER PRODUCTS** 

**Consumer Industrial Applications Category** 

### **First Place:**

### **Pool Stool with LED**

SUBMITTED BY / COMPANY:

DALE KLAUS / QUALITY CUSTOM MOLDING ROBERT JACKSON / JACKSON MACHINERY, INC.

### **Second Place:**

### PatioGlo LED Lamp

SUBMITTED BY / COMPANY:

**DALE KLAUS / PATIO LIVING CONCEPTS** 

**Other Consumer Industrial Applications** 

### **Weatherproof Incandescent Floor Lamp**

SUBMITTED BY / COMPANY:

DALE KLAUS / PATIO LIVING CONCEPTS

**Miscellanious Industrial Applications** 

### First Place:

### **6 Gallon Diesel Fuel Tank**

SUBMITTED BY / COMPANY:

MIKE HALL / KYODO AMERICA

Continued on the next page



### BLOW MOLDED PARTS COMPETITION AWARDS AND ENTRY SUMMARY



### PACKAGING APPLICATIONS DIVISION AWARDS

### **First Place:**

**BrightPak® Liquid Dispenser with collapsible rigid inner liner** 

SUBMITTED BY / COMPANY:

**RON PUVAK / PLASTIC TECHNOLOGIES, INC.** 

### **Second Place:**

### Stack Wines

SUBMITTED BY / COMPANY:
ROBERT SCHIAVONE / R&D / LEVERAGE

### Third Place:

Crystal Light® & Kool-Aid® Water Enhancer

SUBMITTED BY / COMPANY:

PIARAS DE CLEIR / KRAFT FOODS

### **AWARDS BY CATEGORY**

**Food Packaging Category** 

### First Place:

**Planters Dry Roasted Peanuts Container** 

SUBMITTED BY / COMPANY:

PIARIS DE CLEIR / KRAFT FOODS GIRISH DESHPANDE / KRAFT FOODS PAUL MELIA / SONOCO PRODUCTS **Beverage Packaging Category** 

### **First Place:**

### **Stack Wines**

SUBMITTED BY / COMPANY:

ROBERT SCHIAVONE / R&D / LEVERAGE

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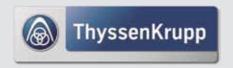
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# Contributions to the **Blow Molding Division Education Committee**

Kautex Maschinenbau

contributed \$4000 to our general education fund

**ALPLA** 

contributed \$4000 to our general education fund

**Graham Engineering Corporation** 

contributed \$2000 for the Continuing Education Grant Program

CKS Packaging

contributed \$1000 to our general education fund

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### **Board of Director's Meeting October 7, 2013**

Held During the Annual Blow Mold Conference at the Crowne Plaza Atlanta Ga. Perimeter at Ravina

### Call to order at 10:45 am

**BOD Members present:** Ben Lopez, Jeff Light, Gary Carr, Ron Puvak, Geoff Ward, John Rathman, Dale Klaus, Randy Moynihan, Lew Ferguson, George Hurden, Mohammad Usman, John Sudgen, Scott Steele, Henry Vogel, Ken Carter, George Rollend, Jamie Pace, David Calderone, Don Peters, Mark Heitker, Gerald Hobson, Piaras de Cléir, Surendra, Agarwal, Mike Hall, John Headrick, Cal Becker

**BOD Members Excused**: Terry Glass, Bob Jackson

Guests: David Hayward

### Introductions & Welcome New BOD and Guests – Jeff Light

- 1) Reviewed SPE Meeting Anti-Trust Guidelines
- 2) Welcomed David Hayward as a Board Visitor

### Review of last Meeting's Minutes & Action Items – Cal Becker

- 1) Motion to approve Antec 2013 BOD meeting minutes with no revisions by Surendra Agarwal, 2<sup>nd</sup> Lew Ferguson, approved by BOD majority.
- 2) Reviewed status of action items from the last BOD meeting.

### ABC 2013 Sponsorship Review & Walk Thru- Ron Puvak, Deirdre Turner

- 1) Reviewed the ABC Layout and Program Ron Puvak
- 2) Reviewed the Sponsor report Deirdre Turner

### Technical Program Committee report – Surendra Agarwal

- 1) Reviewed the TPC report.
- 2) Discussed the Proposed TOPCon Policy

### Treasurers report – Ron Puvak for Terry Glass

Reviewed the Treasurers report

Motion to approve treasurer's report by Jeff Light, 2<sup>nd</sup> Jamie Pace, approved by all BOD.

### Councilor's report review – Scott Steele

- 1) No report submitted as no meeting was held since Antec
- 2) Discussion on new TopCon revenue sharing scheme.

### Education Committee – Geoff Ward

- 1) Reviewed the committee report
- No scholarships this year due to Nationals lack of response to Scholarship applications under review
- 3) Technical training program Calhoun Community College discussion concerning the transfer and potential liability of a blow mold machine.

### Awards Sub Committee – John Rathman

### 2013 Lifetime Achievement Award discussion:

- 1) Carl Ring of Ring Container was selected for the 2013 Lifetime Achievement Award, which will be awarded at ABC 2013. Currently seeking nominations for Fellow and Honored Service.
- 2) Need 2014 suggestions for Lifetime Achievement Award
- 3) John Rathman is looking to identify and continue to update the HSM point's sheet to identify nominees for 2014 Honored Service Awards.

Motion to approve the Education and Awards report by Jeff Light, 2<sup>nd</sup> by George Hurden approved by majority of BOD

### Marketing Committee – Gary Carr, George Rollend Co Chair

- 1) Reviewed ABC 2013 attendees and what worked well to bring value to a higher percentage of brands and converters.
- 2) Need for professional pictures at ABC and board members

### Parts Competition Sub Committee – Lew Ferguson

1) The board believes that this is an area to help drive learning growth

### Membership Sub Committee – Henry Vogel

- 1) Membership in the Blow Molding division is growing.
- 2) A need to drive additional membership was discussed

### Website subcommittee – John Sudgen

- 1) John reviewed the new website which works and looks great!
- 2) Discussed the use of a calendar linked to site

Motion to approve the Marketing reports by Lew Ferguson 2nd by Ken Carter – approved by majority of BOD

### New Business

- 1) Desire to have an agenda for winter meeting 4 weeks prior to meeting
- 2) Desire to have committee report drafts 2 weeks earlier than the meetings
- 3) Cal Becker to get current BOD list
- 4) Cal Becker to submit a draft of action Items to Board

### ADJOURNMENT:

4:00 pm Motion to adjourn by Jeff Light, 2<sup>nd</sup> by Surendra Agarwal – Approved by BOD



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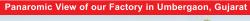




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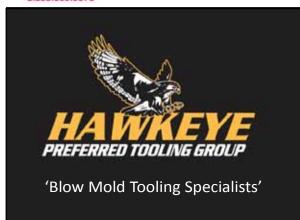


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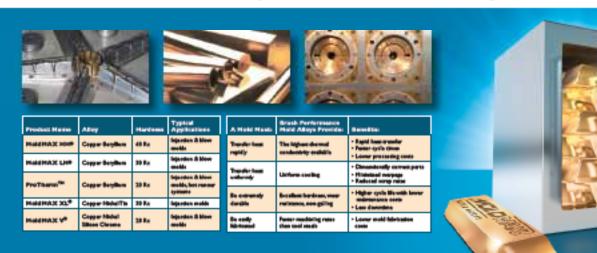
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