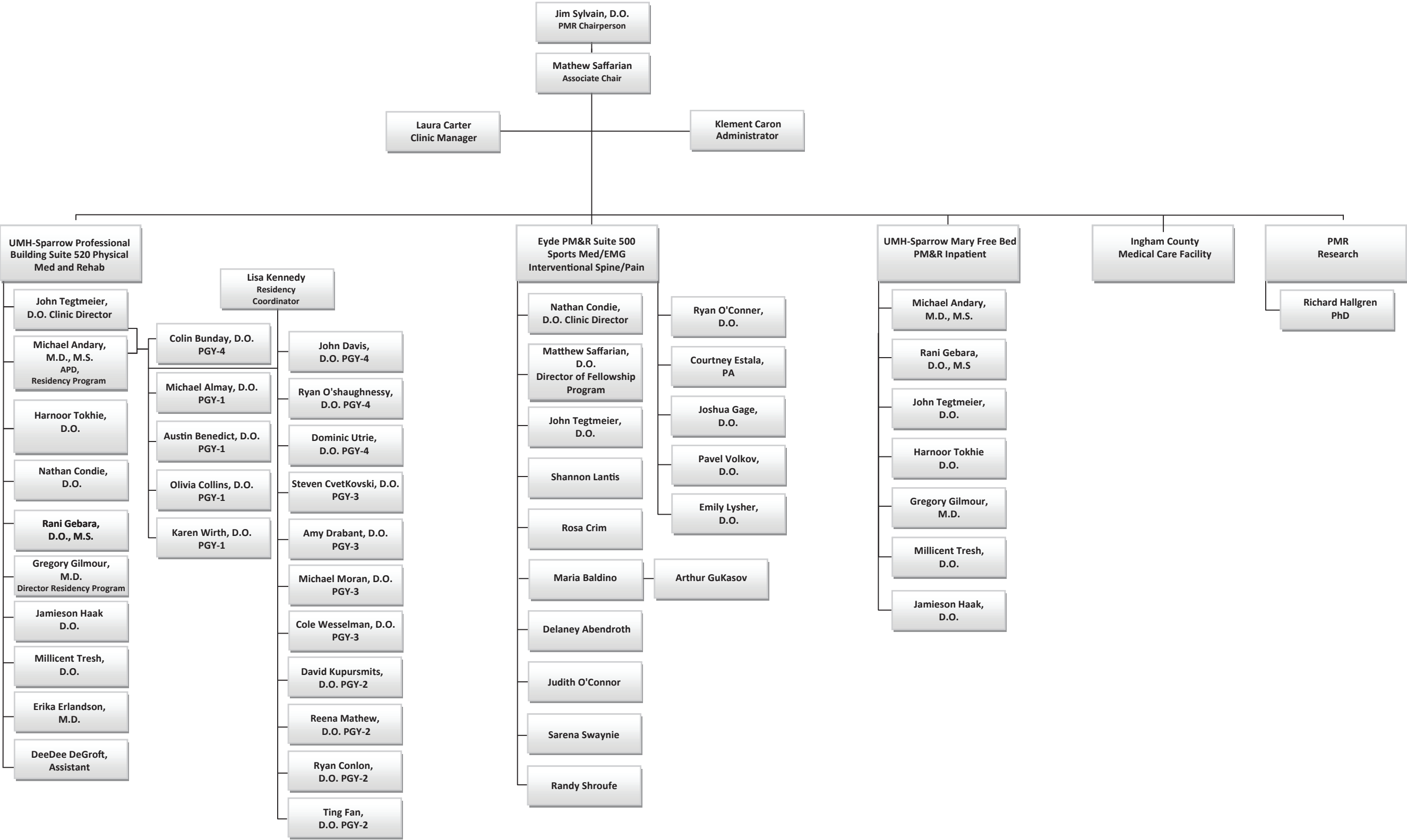




* - Denotes UMich / Sparrow Employee