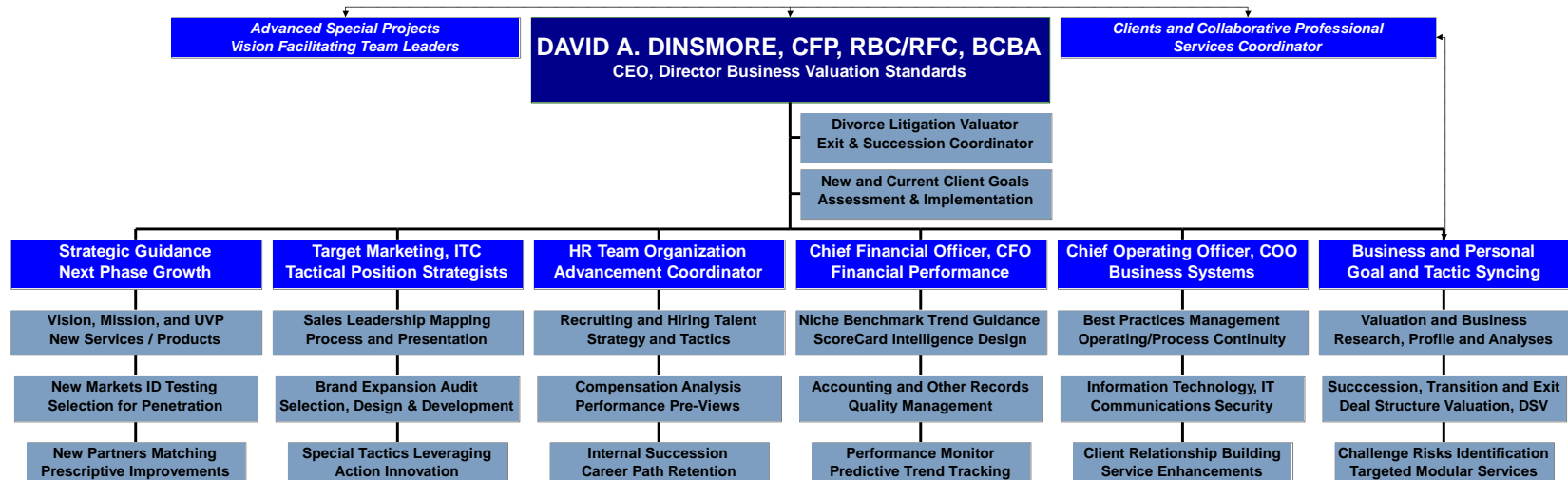


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<sup>1</sup> Certified Financial Planner, CFP; Registered Business Consultant, RBC; Board Certified Business Appraiser, BCBA

News: [Reasonable Compensation Appraisal, RCA<sup>SM</sup>](#) expanded HR. [Cyber-Security](#) is in the Information Technology, IT division.