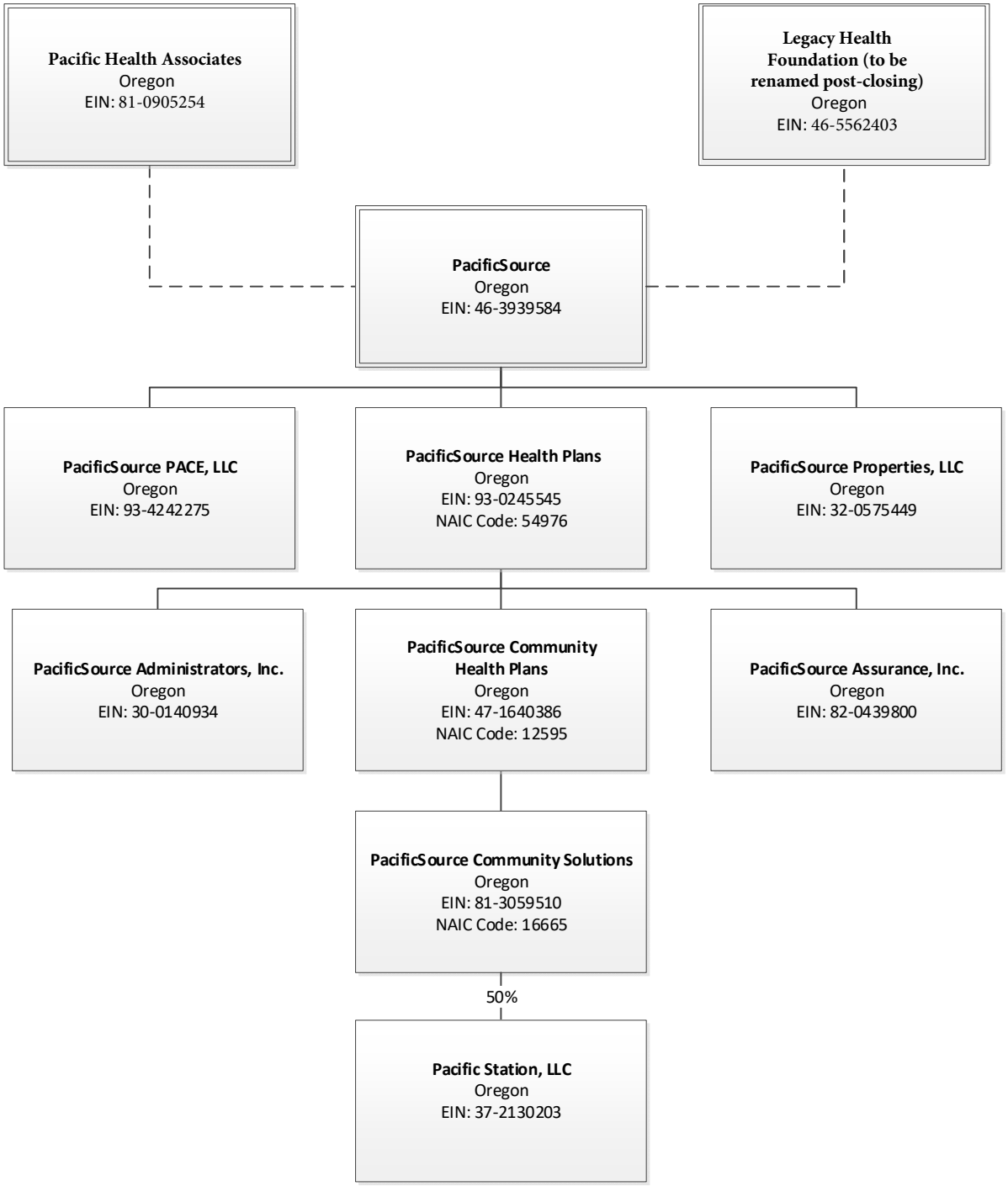Exhibit 3
PUBLIC