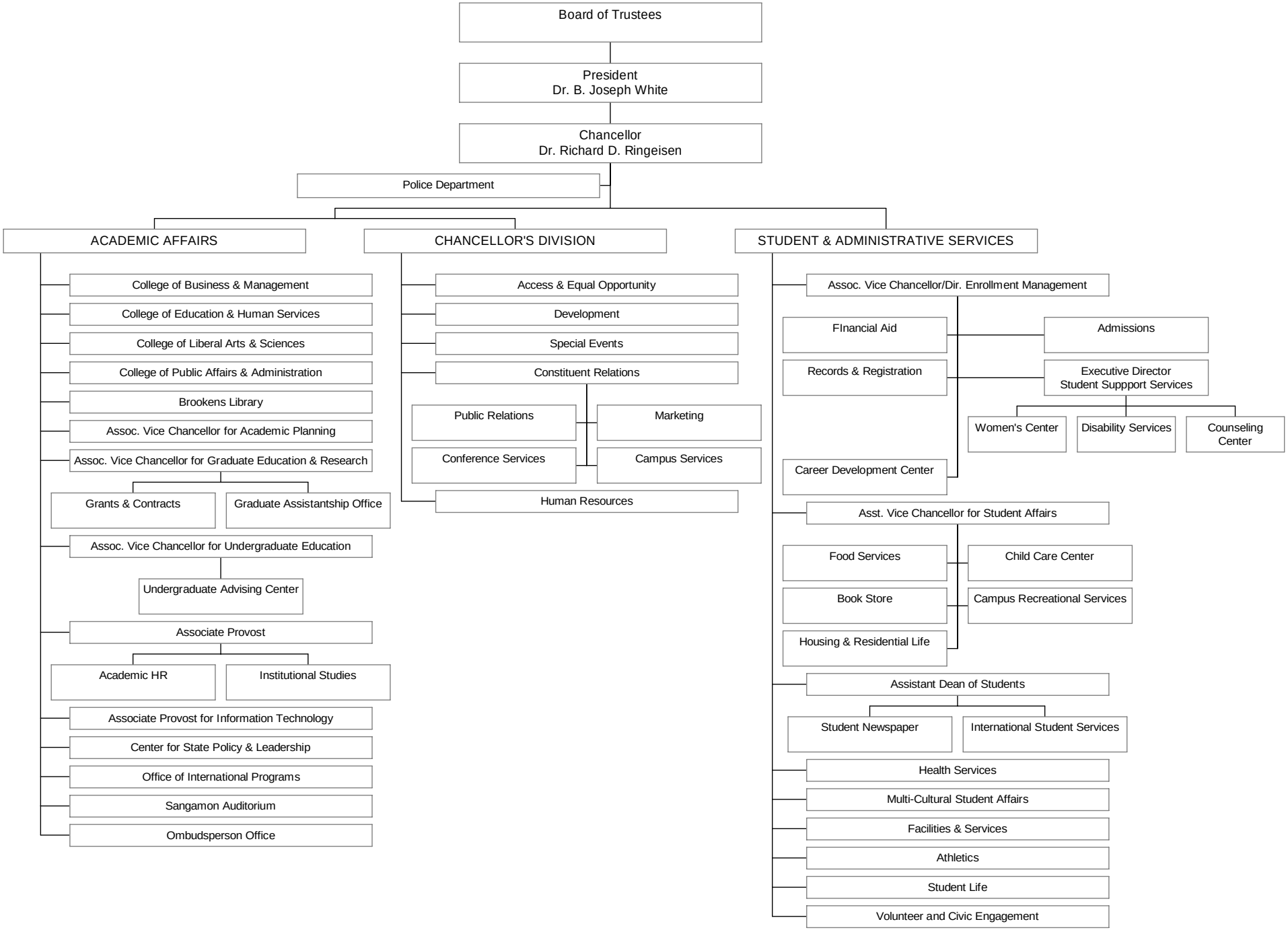Appendix 1
University of Illinois at Springfield