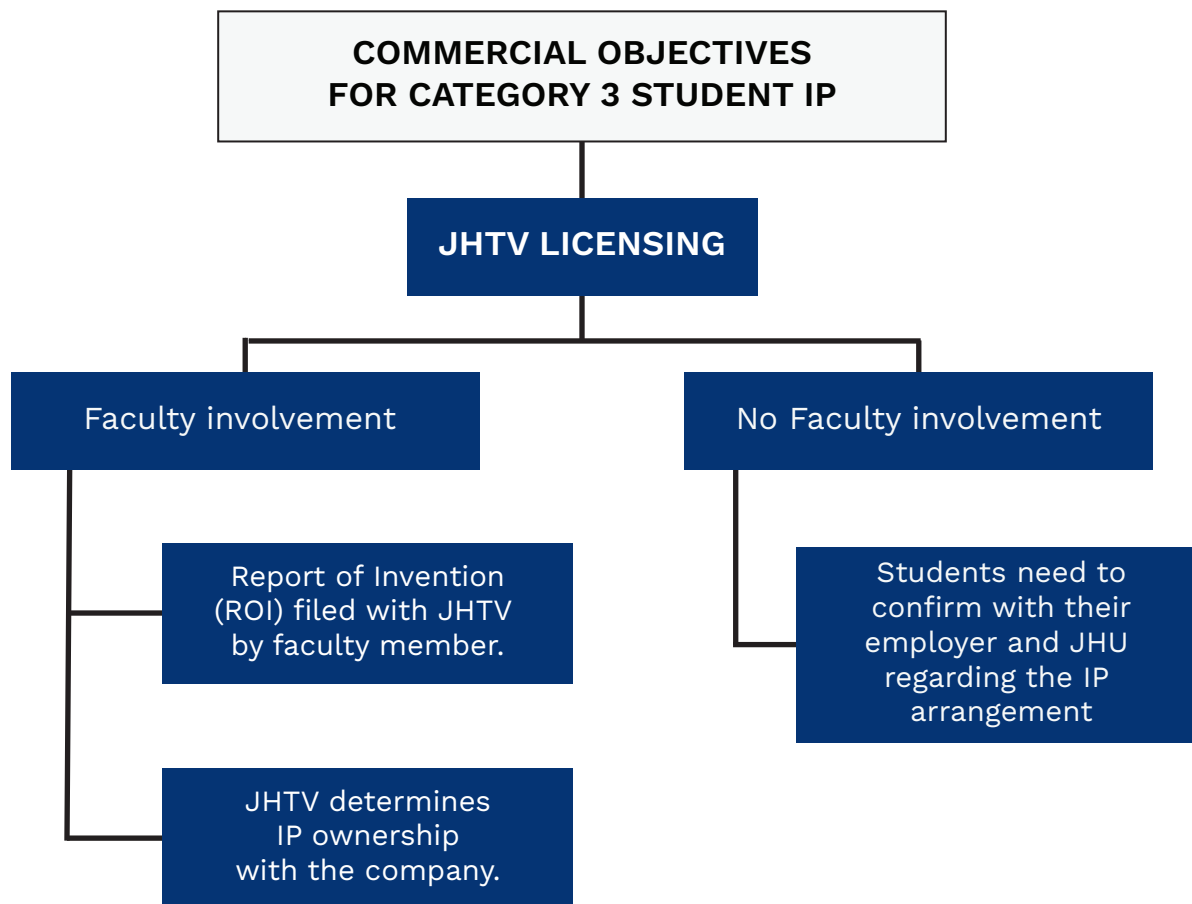


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PLEASE NOTE: Not all situations can be anticipated, therefore if the above guidelines are not clear with respect to your situation, please contact the Pava Center for further guidance. Above all else, teams are encouraged to talk early and often with all stakeholders, with written understandings.