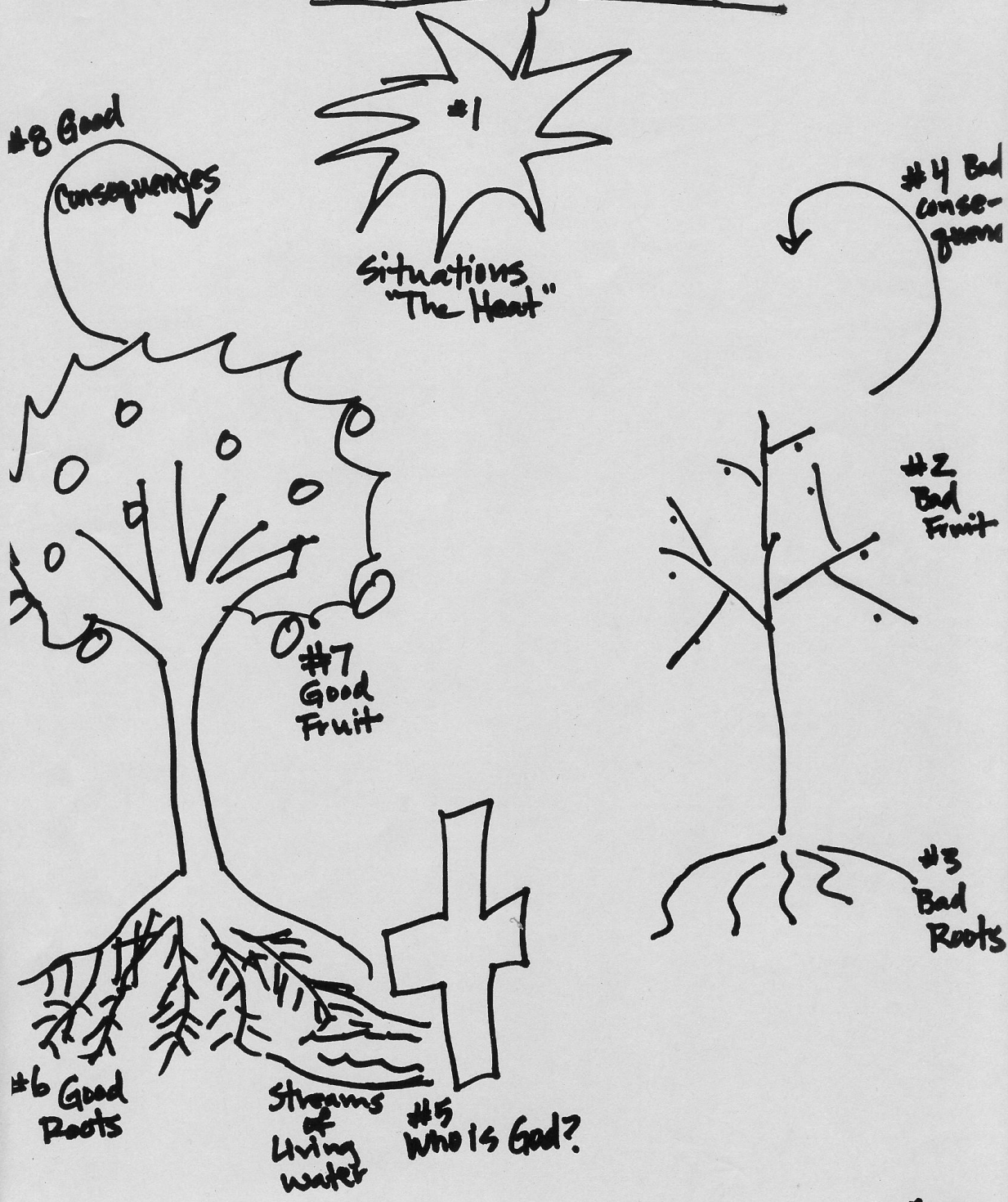


# The Change Process



\*CREF