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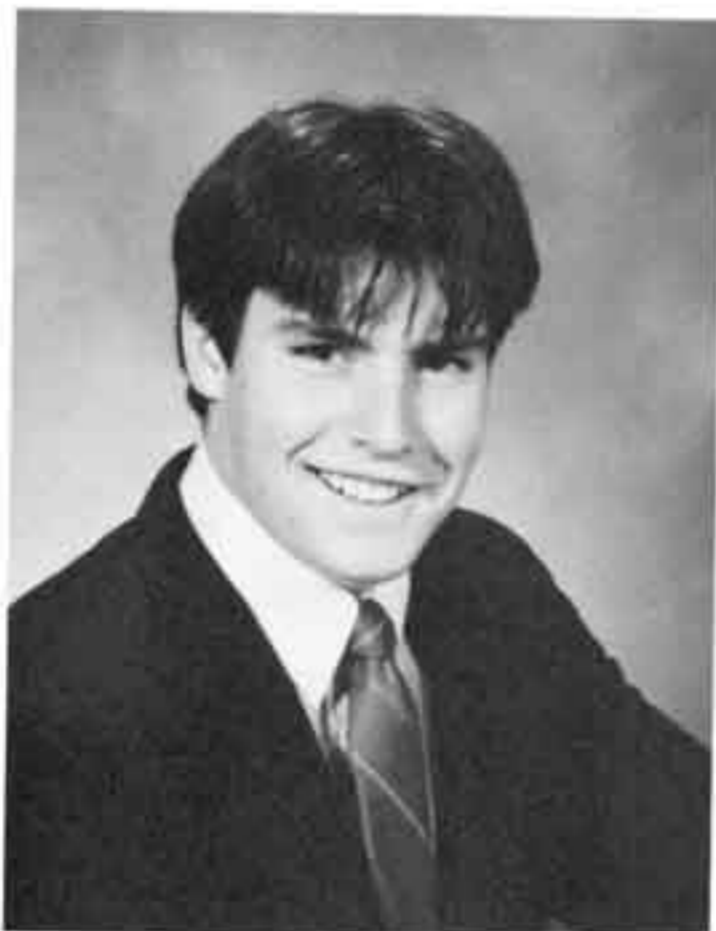
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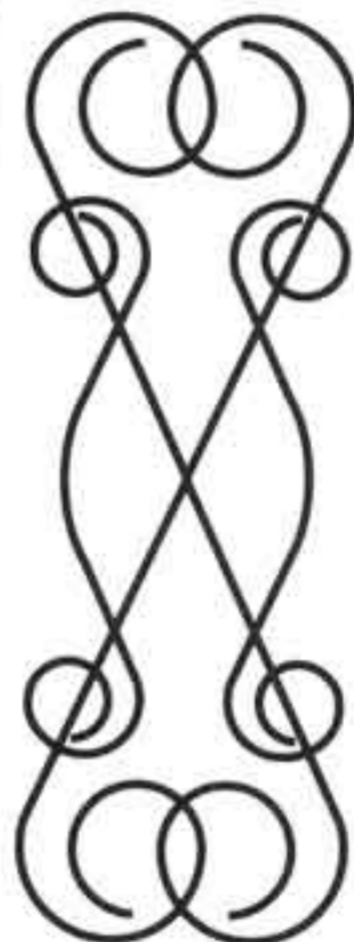
THOMAS F. SPITZLEY



JULIE M. THEIS



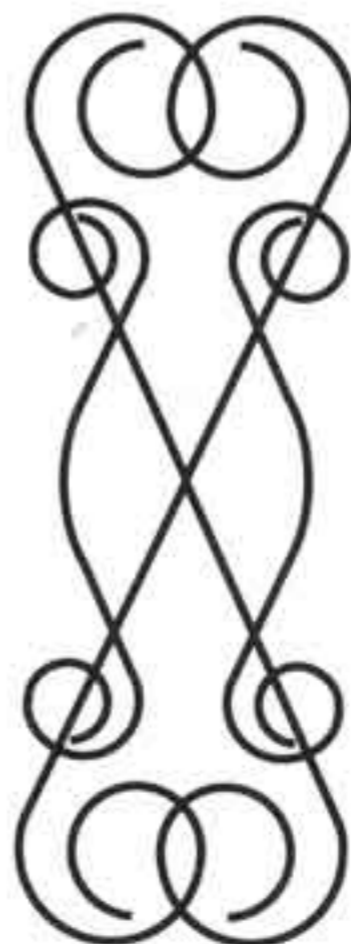
ANDREW L. THELEN



BRAD J. THELEN



DOUGLAS R. THELEN



PATTI A. THELEN