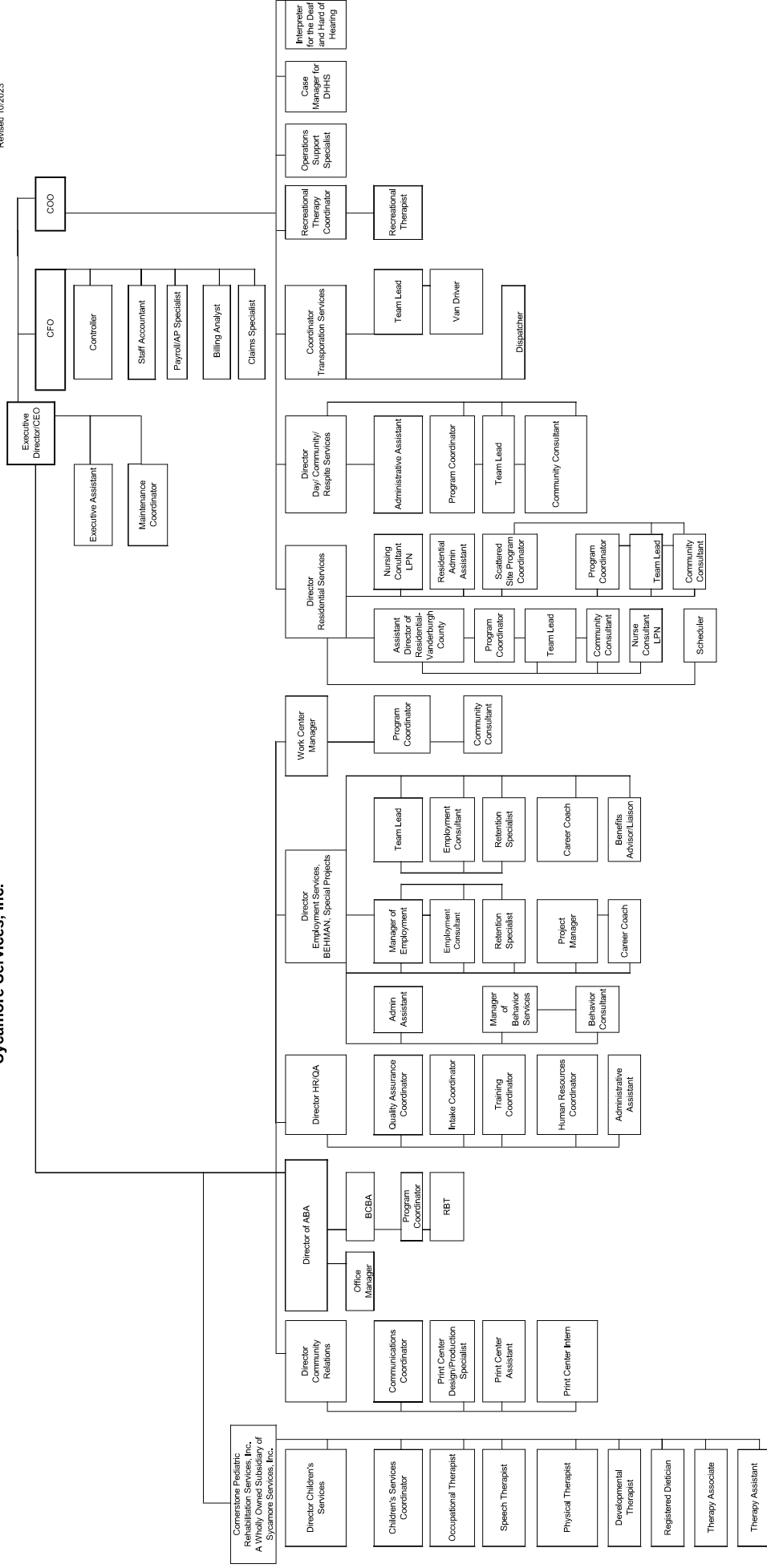


Sycamore Services, Inc.

Policy 1.04
Revised 10/2023



 10-15-2023
Approved _____ Date _____