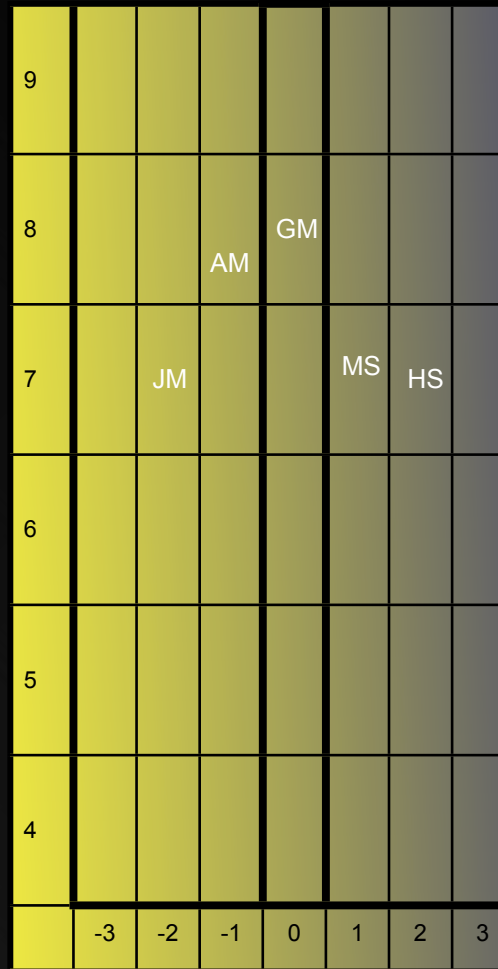


ABC Team Hartman Value Profile - External

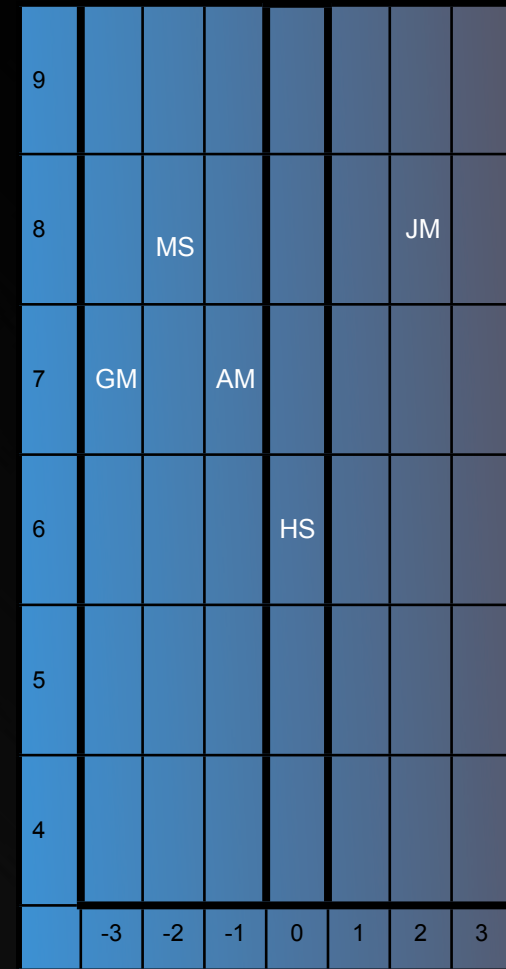
Empathetic Outlook



Practical Thinking



Systems Judgment



HS-Herm Smith
 JM-Jim Mekeever
 AM-Arlene Munson

GM-Gary Marcero
 MS-Mary Shunning