



HR Alumni Conference

Presented by:

GE HR Alumni Network
Crotonville
October 26, 2012

GE HR Alumni Conference

Program Guide
October 26, 2012

GE Global Learning
Crotonville Leadership
John F. Welch Center
One Old Albany Post Road
Ossining, NY 10562

Agenda..... 1

Welcome 2

Attendees..... 8

Sponsors 20

Agenda

GE HR Alumni Conference 2012

- 10:00 a.m. –
12:30 p.m.** **Conference Registration**
Education Building -- Lobby
- 10:00 a.m.** Optional Coffee and Networking
Café 56 (formerly The White House)
- 10:25 a.m.** Optional Campus Walking Tour
Leaves from Café 56
- 11:30 a.m. -
12:30 p.m.** Buffet Lunch available
Education Building -- Lobby
- 12:30 p.m.** **Conference Welcome**
Education Building -- Auditorium
- Speed Networking**
- 1:45 p.m.** Break
- 2:00 p.m.** **“HR Simplification in a Global Growth Organization”**
John Lynch
- 3:15 p.m.** Break and Group Photo
- “Re-Imagining Crotonville”**
Peter Cavanaugh and Janice Semper
- “GE Capital Update”**
Jack Ryan
- Conference Closing**
GE HR Alumni Planning Committee
- 6:00 p.m.** Drinks & Hors d’oeuvres
- 7:00 p.m.** Optional Dinner
Croton Hall Dining Room

GE HR Alumni Conference

Welcome to the 4th National GE HR Alumni Conference “Reconnecting with GE Leaders, HR Alums and the Re-Imagined Crotonville Campus”

We are absolutely delighted that so many GE HR Alumni are able to join us for this exciting conference at most attendees’ favorite GE location – Crotonville.

We want to give special thanks to our GE HR sponsors **John Lynch** and **Susan Peters** who have generously offered their continued support to the GE HR Alumni Network; and to **Jeff Barnes**, Dean of Crotonville, for serving as our host today.

We have a very exciting agenda planned for this event including a robust and interactive **Speed Networking** event – since this was a highly-rated activity at our last gathering. Additionally, our speakers will bring us current with all of the new developments in GE Human Resources, at Crotonville and global learning, and at GE Capital.

As always, we encourage you to make the most of your time at this event re-connecting with former colleagues, networking with new associates, and learning from our speakers and presentations.

Please take a few moments to get a sense of the program including the agenda and information about our attendees. We also want to thank our sponsors whose ads help offset the Conference costs.

Thanks again your participation in the GE HR Alumni Conference!

David Gilman & Carla (Fischer) Haase
Conference Co-Chairs

GE HR Alumni Conference

GE HR Alumni Conference

2012 Planning Team

Christopher Black

Deborah Ferro Burke

Karen Ferris

David Gilman

Carla Haase

Kelly Leonard

Carol Pasmore

Eve Sheridan

COMMITTEES

Co-Chairmen

David Gilman

Carla Haase

Program & Speakers

Chris Black

Carol Pasmore

Deb Burke

Speed Networking

Kelly Leonard

Eve Sheridan

Registration & Logistics

Chris Black

Karen Ferris

Special thanks to EMC Venues

Ads & Sponsorship

David Gilman

Program Booklet & Bios

Special thanks to

Gilman Performance Systems

Finance

Special thanks to

Gilman Performance Systems

GE Liaison

Chris Black

GE HR Alumni Conference

GE HR Alumni Network A Brief History

As he was preparing to leave GE in early 1995, GE HR Alumni founder Mike Schiavoni and several other ex-GE HR leaders mentioned how much they missed their many highly-talented colleagues and the opportunity to continue to share Best Practices.

Mike hoped that by starting a “GE HR Alumni Network” former GE HR Leaders would have easier access to each other and to the ideas, best practices, and collective wisdom of an Alumni group.

Those first few “members” provided additional names of GE alumni, and so on and so on. It was soon evident that many HR leaders – both in and out of GE -- valued access to and information about this network.

David Gilman, owner of Gilman Performance Systems (GPS) and a fellow GE HR Alum, soon offered to host the “GE HR Alumni Network” on-line at his company’s web-site: www.GPSAdvantage.com. The site has a dedicated area for news and information about our group’s activities, including a complete password-protected directory of our members, which has grown in number to almost 700. David and Mike co-chaired the GE HR Alumni Network until Mike’s (second) retirement in 2012. David and the GPS Staff -- as well as a dedicated group of HR Alumni volunteers led by Carla Haase -- continue to keep the group moving forward.

In 2012, we started the **GE HR Alumni Network LinkedIn Group** to give our members a forum to share ideas, ask questions, post jobs and more. The group is open to anyone who is a registered member of our database.

Over the 17 years since the group was established our purpose has remained the same:
To promote GE HR Alumni business and social networking and the exchange of Best Practices.

This is our 4th National GE HR Alumni Conference. It has been planned entirely by a group of your peers who have generously volunteered and dedicated their time and talent to making this event a success. We had more than 100 alumni attended each of the prior three national meetings. We have also had ad hoc alumni groups sponsor events around the country in places like Cleveland, the greater D.C. area, and central New Jersey, and we encourage this type of networking to keep the group connected and current.

All GE HR Alumni are eligible to belong to the Alumni Network. There is no membership fee. To date, all of our events have been self-funded — meaning that members pay to participate in meetings, conferences, etc. Our network is not sponsored by Corporate GE HR; however we’ve been fortunate that the HR leadership in Fairfield has been very supportive of our group.

It is quite possible that this is the largest company HR Alumni group in the U.S.

GE HR Alumni Conference

A very special thank you to Mike Schiavoni!

Your vision of creating the GE Alumni Network has provided a remarkable experience that we will always cherish.

We look forward to carrying on this tradition – bringing this valuable group of people together to share and celebrate each person’s continued success.

We also thank Lew Sears and Pete Mercer who worked with Mike to make this a reality.

Please Stay In Touch

GE HR Alumni Website <i>Hosted by GPS</i>	GE HR Alumni Database <i>Hosted by GPS</i>	GE HR Alumni Network on LinkedIn
<p>The “home base” for GE HR Alumni. Read the latest news. Download files. Peruse the directory.</p> <p>Go to: www.GPSAdvantage.com</p> <ol style="list-style-type: none">1. Click on “Services”2. Click on “GE HR Alumni”	<p>Don’t miss out on news and invites to special events! Keep your contact information up-to-date here.</p> <p>Go to: GE HR Alumni Website</p> <ol style="list-style-type: none">1. Click on “Directory”2. Enter your email address and the password: “crotonville”	<p>The best resource for networking, finding or offering help, posting jobs, sharing articles and more.</p> <p>Go to: www.Linkedin.com</p> <ol style="list-style-type: none">1. Search “Groups” for GE HR Alumni Network2. Request to join. 

GE HR Alumni Conference

Thank You For Participating!



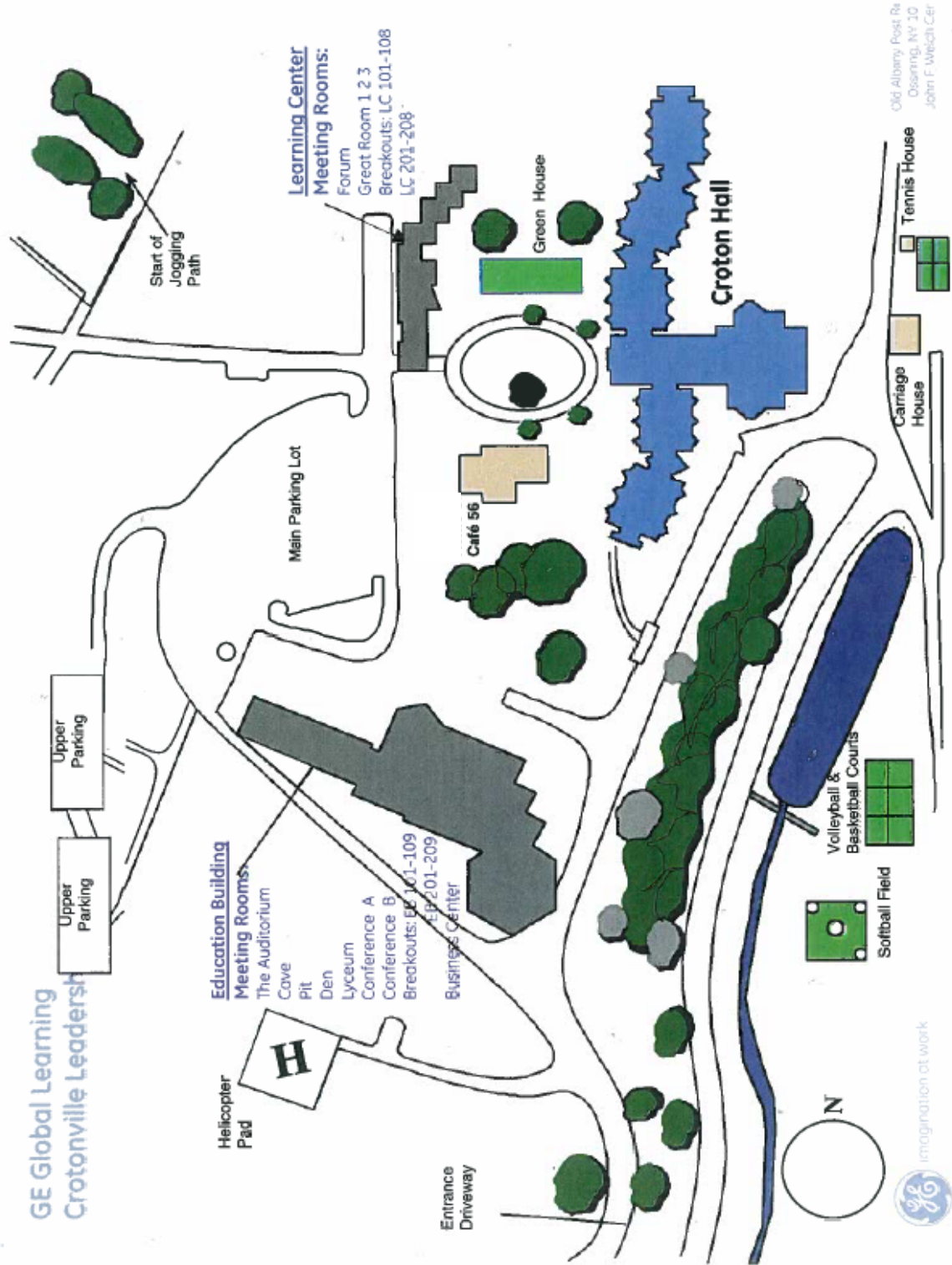
Download the group photo from today's event.

Go to:

<http://www.gpsadvantage.com/gealumni/gehome.php>

GE HR Alumni Conference

Crotonville Site Plan



Attendees

Eric Allen

Admit Advantage
President
Silver Spring, Maryland

GE Business(es): GE Capital, Corporate 0.5, Ge Capital, Healthcare Financial Services - 7.5

I co-founded an educational technology and services company that is building a platform for students from high school through early career (18-30), which will be a strong pipeline of candidate for companies.

John Arrington

Retired
SVP HR Barnes Group
Burlington, Connecticut

GE Business(es): Aircraft Engines 3, Aerospace 3, Lighting 12, Electrical Distribution and Control. 5

Beth Balschi

Valuing Change, Inc.
Founder & Sr. Consultant
Guildford, Connecticut

GE Business(es): GE Capital - 7, GE Crotonville - 3, GE Information Services - 4, GE Corporate (IMLP Program) - 3, GE Aerospace - 4

December 2012 - Celebrating 10 years in consulting; Receiving great feedback on our 'Navigating Business Conversations' course and concepts!

Paul Besson

Illinois State Labor Relations Board
Board Member

GE Business(es): NBC-15, Equipment Services-8, Money-2

Christopher Black

KB Resource Group - Leadership Development & Training, Team Coaching, and Facilitation
Principal Consultant
Atlanta, Georgia

GE Business(es): GE HRLP -- 2, GE Information Services 6, GE Capital 2

I am starting two new Team Coaching engagements using the Team Diagnostic (TD) Assessment from www.teamcoachinginternational.com. The web-based tool is offered in 18 languages for global Leadership Teams, global HR and IT functional teams, and other global project teams. I am debriefing the initial assessment at the Leadership Team offsite retreats this fall. And, the teams will assess themselves again in six months to monitor progress.

Michael Blewitt

Mount Kellett Capital Management LP
Managing Director
New York, New York

GE Business(es): GE Crotonville - 9

Attendees

Laszlo Bock

Google, inc.
CHRO / SVP, People Operations
Mountain View, California

Brian Bohling

Pine Valley Resources
Founder
Mt. Laurel, New Jersey

GE Business(es): GE Aircraft Engine 2 years, GE Appliances 3 years, GE Aerospace 4 years

The first fish I caught off my new boat was a shark. It reminded me of GE!

Joseph Bongiovi

University of North Carolina at Chapel Hill
Assistant Director Undergraduate Studies, Undergraduate Studies, Sociology/Management
Chapel Hill, North Carolina

GE Business(es): Power Systems - 2

After 20 years in progressive corporate HR roles, I am now working on my PhD in organizations and work from an international and comparative perspective, at UNC Chapel Hill. My wife Carmen, who is from Venezuela, and I just celebrated our 16th anniversary. We have two wonderful children, Brian who is 12 and Catherine who is 8.

Ann Brickley

Sage & Swift
President
Wethersfield, Connecticut

GE Business(es): GE Corporate Consulting Services – 3, GE Industrial Systems (now GE Energy) - 11

I would like to learn more about best practices for online and distance learning as well as corporate trends in education. What roles do colleges and universities play in meeting corporate education needs?

Becky Bucich

Google
Director, People Operations
Mountain View, California

GE Business(es): GE Commercial Finance- 4, GE Healthcare - 2

Recent new arrival-- Nicholas 'Nick' David Bucich born May 6th to join big brother Jack:-) I got to experience firsthand how amazing it is to be supported with outstanding maternity leave/ baby bonding benefits!

Attendees

Deborah Ferro Burke, PhD

Berkshire Institute for Action Learning
Principal Consultant
Lenox, Massachusetts

GE Business(es): Crotonville - 2, Audit Staff - 2, Energy - 2, Aerospace - 2

Doing more leadership coaching, along with strategy implementation, team support and culture change. Developed innovative video and conference call team tool for a client with dispersed office teams.

Angelique Carbo

ABM
Senior Vice President, Human Resources
Basking Ridge, New Jersey

GE Business(es): GE ED&C/GE Industrial Systems (GE Fanuc) – 4, GE Aircraft Engines/Aviation – 4, GE Money/GE Capital - 4

Jeff Champion

A&P
VP Labor Relations
Oak Ridge, New Jersey

GE Business(es): GE Aerospace - Syracuse 3, GE Aerospace - Pittsfield 6

I am looking for my next assignment due to continued financial struggles at my company.

Rocco Cocchiarale

Insights Leadership, LLC
Owner
Plainfield, New Jersey

GE Business(es): FGIC – 3, CLOE -2, Crotonville - 2

Maria Patricia Diaz

Johnson and Johnson
Talent Management, IT Human Resources
New Brunswick, New Jersey

GE Business(es): 3 GE Industrial Systems, 2 GE Fanuc Embedded Systems

Last year I graduated from the Natural Gourmet Institute in NYC. On my spare time, I'm currently helping others achieve a more health-supportive diet.

Dianne Dudley

Browning Dudley
OD Consultant
Kutztown, Pennsylvania

Attendees

Nicoa Dunne

Holland Archer
Managing Partner

GE Business(es): GE Power Systems / GE Energy - 8 1/2 years

*Pleased to announce one of the Companies I founded in 2009 is fully established - Roving Coach International
www.RovingCoach.com - 'Creating World Peace in the Workplace ... one employee at a time!' www.RovingCoach.com Please give
me your opinion!!*

Hilary Estey

CIGNA
Leadership Development Leader
Bloomfield, Connecticut

GE Business(es): GE Corporate, Operations Management Leadership Program - 3

Healthcare is innovative and fun (this is news!)

Deborah Evans

YMCA USA
Vice President, Leadership Development
Canton, Connecticut

GE Business(es): GE Information Systems -10 Years

Bridie Fanning

Fiserv
EVP Human Resources
Brookfield, Wisconsin

GE Business(es): GE Capital - 11 years (GE Retail Consumer Finance and GE Capital HQ)

*I recently published a report on Human Resource Management the Road to Professionalization which was quoted by Dave Ulrich
in his recent report State of the HR Profession*

Cheryl Fells

Creative Power Consultants, Inc.
Managing Director
New York, New York

GE Business(es): GE Plastics

Karen Ferris

Swiss Re
Senior Vice President

GE Business(es): GE Capital, GE Corporate

*My daughter Gina (who most met when she was 3 years old (!)) is now a college graduate, working as an HR professional
(unbelievable) FOR THE NEW YORK YANKEES!*

Attendees

Andrea Frohning

Hubbell Inc.
VP. Human Resources, Hubbell Wiring Systems Division
Newtown, Connecticut

GE Business(es): GE Financial Services - 2

David M. Gilman

Gilman Performance Systems, Inc.
President
Brookfield, Connecticut

*Our revised 60 competencies, 600 interview questions with 500 behavioral examples web application is getting attention!
Personally, my teenage daughter missed the bus 7 times already!*

Michael Grabarek

Lane Construction
Director, Organizational Development
Santa Fe, New Mexico

GE Business(es): GE Aerospace - 13 years, GE Leadership Development Institute - 5 years

Carla Haase

Annex Learning Inc.
President
Trumbull, Connecticut

GE Business(es): GE Aircraft Engines – 2, Corporate – 9, GE Capital - 1

In 2010, I was among the first MBTI practitioners to earn the new qualification of 'Master Practitioner' -- a certification established to designate only the most experienced of MBTI professionals. I'm having more fun than ever using MBTI with New Managers, in-tact teams, and individuals in career transitions.

John Haggerty

Center for Advanced Human Resources Studies / Cornell University / School of Industrial and Labor Re
Managing Director and Senior Lecturer
Ithaca, New York

GE Business(es): Semiconductor (remember that?) 2, Appliances 4, Power Gen 6, Corporate 3, Industrial Systems 4

In 2010 I completed my PhD in Human Resource Studies. My dissertation was on the components of HR functional excellence, specifically business acumen.

Lisa Hart

ISHR Group
HR Consultant

GE Business(es): Corporate 5, Capital 3, Energy 2, Healthcare .5

I have held positions as a CLDP Program Leader, ECLP Staffing Leader, and Commercial HR Dashboard over the past 6 years.

Attendees

Lauren Harvey

Berkshire Bank
VP Organization Development
Pittsfield, Massachusetts

GE Business(es): GE Energy -3, GE/RCA – 3, GE Corporate – 2, GE Supply – 4, GE Silicones – 3, GE Plastics – 7, GE Plastics Sabic-IP - 3

James Hendricks

ESPN
Sr. Director Human Resources
New York, New York

GE Business(es): GE Lighting - 4yrs (HRLP Rotation in CAS/GE Plastics - 6 months), NBC - 7 years

Diane Holman

Wolters Kluwer
Chief Talent Development Officer

GE Business(es): GE Financial - 2 years, GE Crotonville - 2 years, GE Corporate/Fairfield - 2 years

Monique Honaman (Dearth)

ISHR Group
Partner
Suwannee, Georgia

GE Business(es): Corporate – 1, Power Systems – 3, Information Services – 1, Industrial Systems - 2

Ellen Dotts, Stacy Sollenberger and I (all GE HR Alum and ISHR Group partners) recently published our first book -- 'GUIDE Coaching: A Leader's Strategy for Building Alignment and Engagement.'

Mary Humiston

Applied Materials, Inc.
SVP Global Human Resources
San Jose, California

GE Business(es): Plastics - 2, Corporate HR -3, Corporate Audit Staff -3

Jayne Johnson

Deloitte
CLO, Leadership Development & Succession
Ridgefield, Connecticut

GE Business(es): GE Capital - 6, Corporate - 5, GE Capital - 8, Crotonville - 7

I discovered there actually IS life after GE. While I miss my GE colleagues, I joined Deloitte 2 years ago and am happy helping them create a global version of Crotonville. Happy to be here today to re-connect with everyone.

Attendees

Patti Johnson

Tupperware Brands
Learning and Organization Development
Orlando, Florida

GE Business(es): GE Appliances - 5

I am providing consulting services, executive coaching, OD solutions and global development programs for Tupperware Brands and other companies.

Joseph Krayer

Google
Staffing Director
Mountain View, California

GE Business(es): GE Aircraft Engines 7

Kelly Leonard

Taylor-Leonard Corporation
Principal
Montgomery Village, Maryland

GE Business(es): GE Healthcare Financial Services – 11, GE Capital Americas - 1

Eleanor Lyons

Human Edge Resources, LLC
Partner
Newtown, Pennsylvania

GE Business(es): GE Financial Assurance, GE Capital Mortgage Services

Catherine Hines Malear

UniGroup, Inc.
SVP, Human Resources
Fenton, Missouri

GE Business(es): Lighting - 7, Aerospace - 3

Patrick Mannion

Columbian Financial Group
Vice Chairman
Greenwich, Connecticut

GE Business(es): GE Motors-3

Attendees

Mike Markovits

Achievement
Partner Consulting Services
Greenwich, Connecticut

GE Business(es): Aerospace -- 3 months, Aircraft Engines -- 7, Plastics -- 2, Capital -- 7, Corporate - 3

My primary focus now is consulting with non-profits on human capital management strategy and plans.

Jim Martin

Creative Meetings & Incentives
President
Fairfield, Connecticut

GE Business(es): GE Capital - 7 years

Alan Maxwell

Lockheed Martin
Chief Strategist, Enterprise HR Technology
Bethesda, Maryland

GE Business(es): GE Power Systems - 2.5, GE Security - 2.5

Shaped and leading HR transformation.

Kathleen McGuire

Bayer HealthCare, HR Global Leadership Development
Sr. Manager Organizational Development
Milford, Connecticut

GE Business(es): Lynn Relations Operation, Lynn, MA supporting Aircraft Engines & Med. Steam Turbines-3, Housewares & Audio Business Division, Allentown, PA-2, Corporate Employee Relations Operation, Fairfield, CT-2, Industrial Sales Division & Mgt. Education Operation, Bridgeport, CT-6

I will finally be retiring from corporate life Dec. 31, 2012 after 45 years of working at three major companies (Bayer, Black & Decker, and GE).

Peter Mercer

Basking Ridge, New Jersey

GE Business(es): Engines -4, Appliances - 5, Lighting -3, Plastics -8, Headquarters -4, Motors -1

Pete Mondani

GE Corporate
Manager Financial Leadership Development and HR
Fairfield, Connecticut

Attendees

Lisa Mulrooney Gross

Applied Materials
Sr. Director, Global Human Resources
Danville, California

GE Business(es): GE Information Services-2, GE Motors (Control Products) -2, GE Power Systems (GE Nuclear) - 3

I just have to say a huge thank you to Chris Black (the conference organizer) for all his hard work in putting this together! I look forward to reconnecting with old GE colleagues and meeting new ones.

Gaile Omori

Prospect Mortgage Company, LLC
VP Human Resources

GE Business(es): GE Capital - Retailer Financial Services (4)

Carol Pasmore

Ernst & Young, LLP
Principal and Leader: People and Organizational Change
New York, New York

GE Business(es): Lighting 16 years

David Pasternak

Beacon Roofing Supply, Inc.
VPHR
Herndon, Virginia

GE Business(es): GE Sensing-3 (Industrial Systems & Infrastructure), GE Supply-4 (Industrial Systems)

Became the VPHR for Beacon Roofing Supply (NASDAQ: BECN) in February 2009. Focus is on upgrading the HR function.

Robert Phillips

Gartner
Group VP Talent Development
Sandy Hook, Connecticut

GE Business(es): Aerospace – 11, GE capital - 13

Kathy Quay

HR Consultant
Chester Springs, Pennsylvania

GE Business(es): GE Space Division, Power Systems, Major Appliances

After 15 years at GE where I started my career in HR as a generalist, I spent the next 20+ years in the pharmaceutical industry. I left CSL Behring as SVP, HR and am now evaluating what I want to do next.

Attendees

Nancy A. Reardon

Warnaco
Director
St. Davids, Pennsylvania

GE Business(es): International - 6

Recently retired from Campbell Soup Co. to focus on boards: corporate, non-profit and academic.

Beth Reeves

Abington, Pennsylvania

GE Business(es): Aircraft Engines – 12, Capital - 6

Karen Robilotta

FOJP Service Corporation
VP Human Resources
New York, New York

GE Business(es): GE Capital - 2

Margaret Rodgers

New Perspectives Marketing Research
Consultant/Partner
Cheshire, Connecticut

GE Business(es): GE Aircraft Engines- 4; GE ED&C -8

Betty Rodriguez Vislosky

Human Resources Executive Director
Cortlandt Manor, New York

GE Business(es): GE Real Estate - 3 +years, GE Commercial Finance HQ - 2.5, GE Money - 1.5

My son has spent the last year in China and will be returning to Leeds University in the UK to continue studying International Relations and Chinese as a double first. It figures, his father speaks German and I speak Spanish fluently so he chooses to study Chinese!

Ann Romaine-Adelstein

Forest Laboratories
Executive Director. Corporate Leader Talent Management
Upper Grandview, New York

GE Business(es): GE Capital - headquarters roles, aviation services. Equity capital group

Mary Rovello

Burndy, LLC a Division of Hubbell, Inc.
Human Resources Manager
Bethel, Connecticut

GE Business(es): GE Infrastructure, GE Industrial

Attendees

Tom Ruderman

Active International
CHRO
Simsbury, Connecticut

GE Business(es): GE Factory Automation – 1, GE Aircraft Engines – 2, GE Lighting – 6, GE ED&C – 4, GE Corporate - 2

Both of our kids are gainfully employed and off of our payroll!

Janet Sansone

Self Employeed
Executive Director
Alexandria, Virginia

GE Business(es): GE Information Services - 6, Corporate Audit Staff - 2, Corporate University Relations - 1, Crotonville - 2

Since leaving the Federal Government (Chief Management Officer, US Government Printing Office) I have regained my optimism in american private industry.

Bellamy Schmidt

Retired
Holyoke, Massachusetts

Susan Shaner

Sage Leadership Strategies, LLC
Principal
Bethel, Connecticut

GE Business(es): Ge Capital, Vendor Financial Services 3 years

I have expanded my executive coaching practice to include neuroscience/mindfulness tools which effect executive presence and decision making.

Eve Sheridan

The Leadership Link
Consultant
Arlington, Virginia

GE Business(es): GE Capital, GE Healthcare

Rick Slivka

New Milford, Connecticut

GE Business(es): Housewares & Audio Business Division – 3, Corporate Engineering & Manufacturing – 7, Medical Systems – 3, Power Systems - 4

Attendees

Stacy Sollenberger

Incite Strategies, Inc.
HR Consultant
Suwanee, Georgia

GE Business(es): GE Lighting – 5, GE Industrial Systems - 5

We recently wrote a book documenting our knowledge and experience with teaching GUIDE Coaching. Our practice has provided an excellent opportunity for individuals who have left Corporate roles to have more flexibility while staying connected to their professional expertise.

Ed Spruck

LexisNexis
VP Human Resources
New York, New York

GE Business(es): GE Capital - 10 years

Bill Tarnacki II

PulteGroup, Inc.
Director, Talent Management and Corporate HR
Brighton, Michigan

GE Business(es): GE Aircraft Engines - 3

I am in final class of doctoral program at Wharton for business and learning - enter ABD status in January. Have recently had the in depth experience of building our own house.

Michael Watson

Girl Scouts of the USA
Senior Vice President, Human Resources and Diversity
Stamford, Connecticut

GE Business(es): GE Capital Headquarters (2 Years), GE Capital (Retailer Financial Services (5 Years)

Susan Yun

New York, New York

GE Business(es): GE Plastics - 3.5, GE Specialty Materials/Infrastructure - 4.5, GE Capital – 4, NBC - 1.5

Tom Zigray

The Alignment Group
Partner
Scottsdale, Arizona

GE Business(es): GE Aerospace – 12, GE Mobile Communications - 2

The Game Change taking place in the labor relations system of the U.S.

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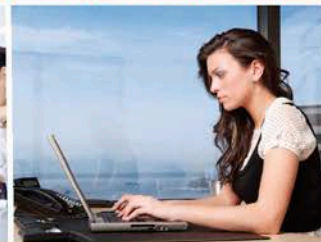
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Satisfied Clients: UBS • Gillette • Varian Medical Systems



Gilman Performance Systems, Inc.

www.GPSadvantage.com

gps@GPSadvantage.com

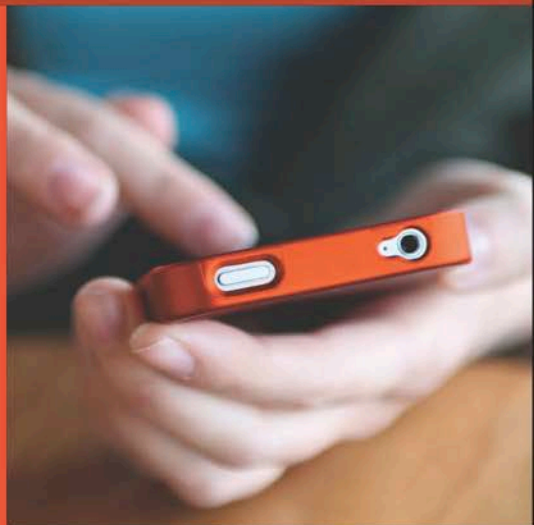
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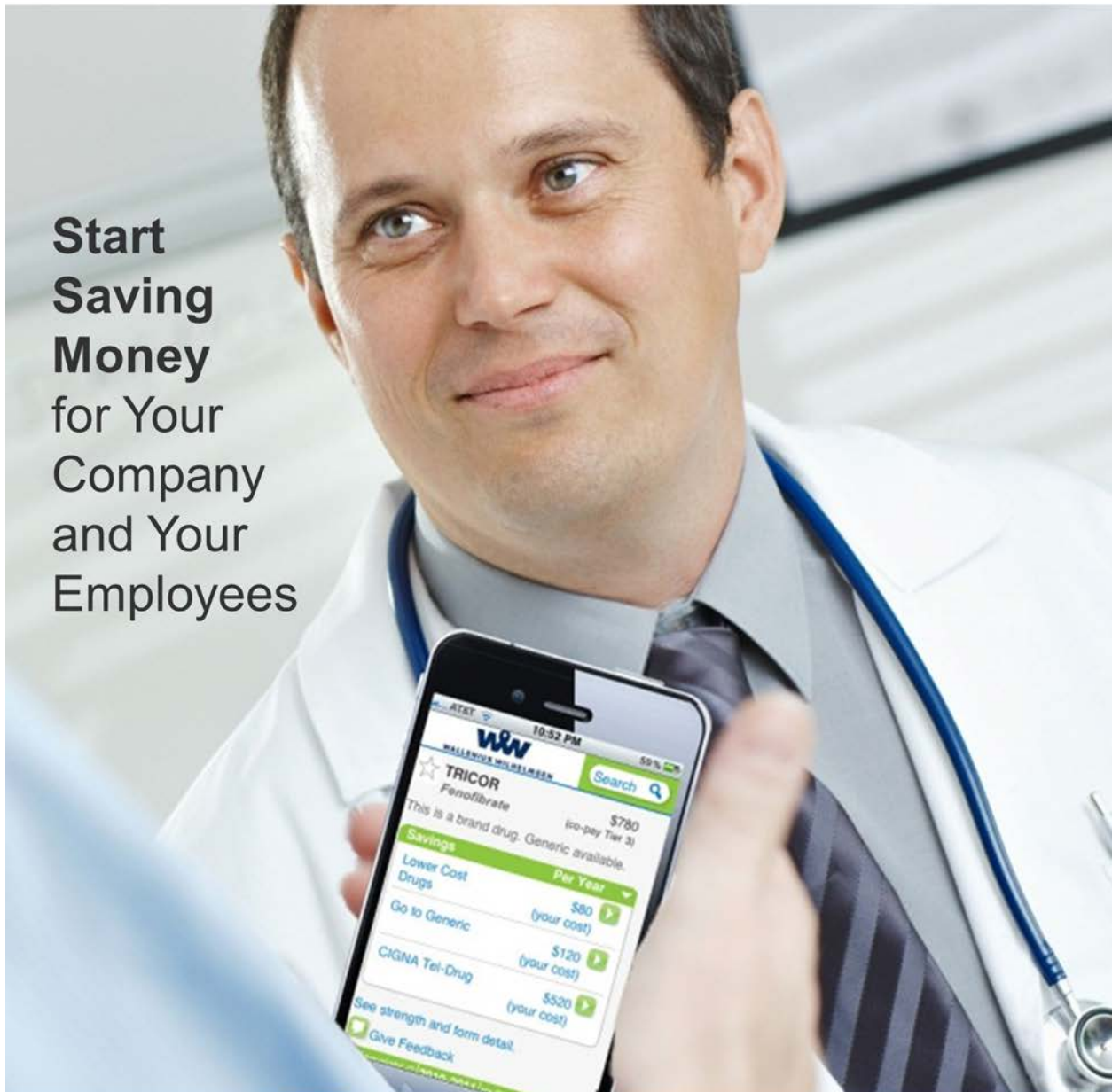


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Saving
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for Your
Company
and Your
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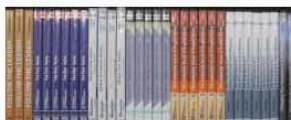
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