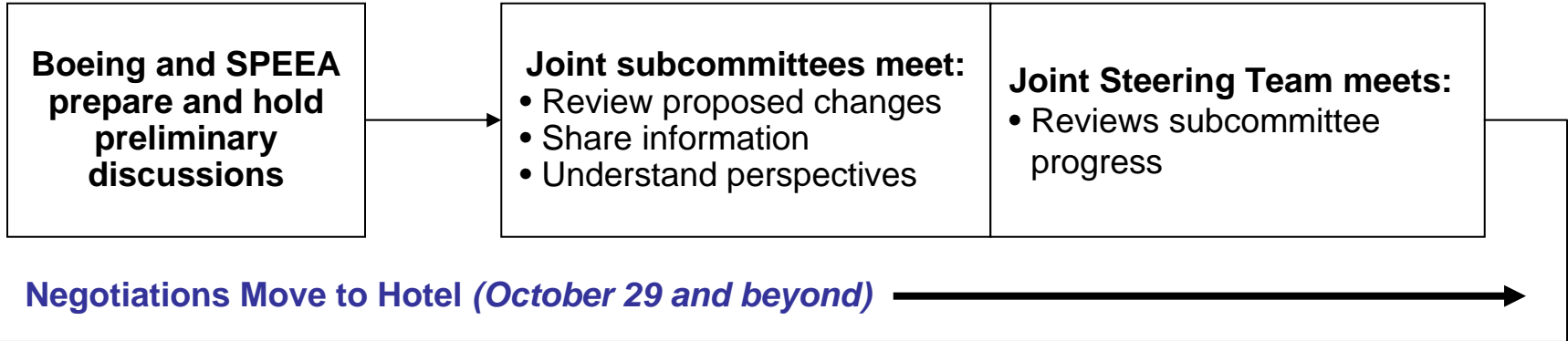
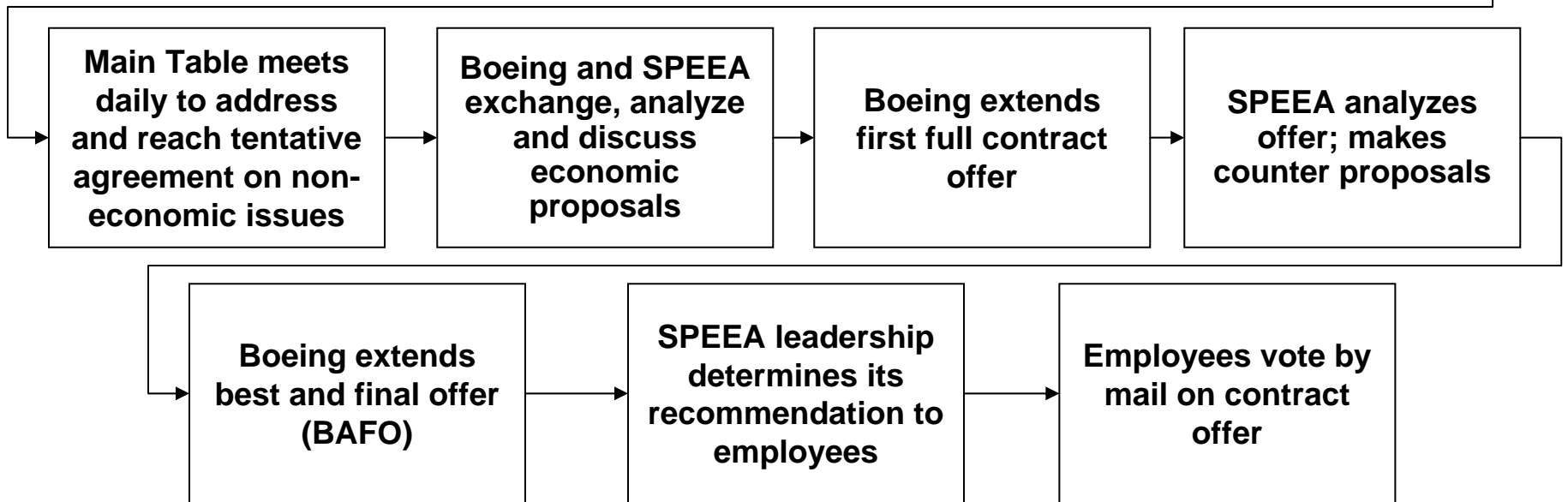


Negotiations Process Flow

Early Discussions (January through October) →



Negotiations Move to Hotel (October 29 and beyond) →



The environment:

Give and take, willingness to compromise, respect for each other and the process