

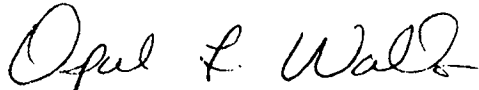
**OUTCOMES:**

Criminal background checks may reveal an arrest record that will require fingerprinting to verify applicant identity. The result of such fingerprinting will be reported by CBS prior to any subsequent services being

performed or any hiring.

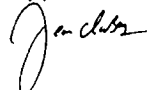
**COMPENSATION:**

Approved for Consideration:



OPAL L. WALLS  
Chief Purchasing Officer

Approved:



JÉAN-CLAUDE BRIZARD  
Chief Executive Officer

Within Association:

Approved:

[The remainder of the page is heavily redacted with thick black horizontal bars.]