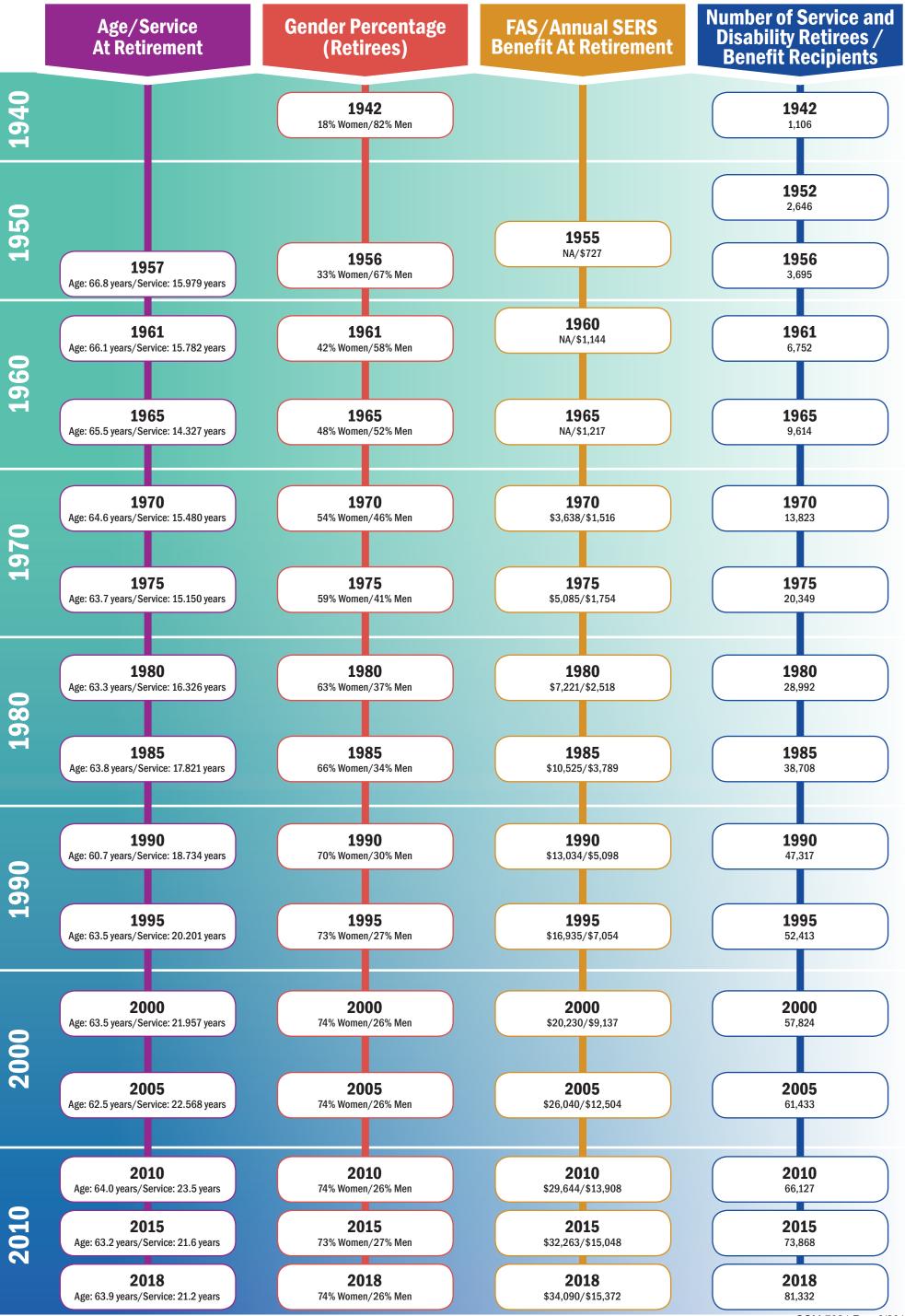
SERS RETIREE DEMOGRAPHIC CHANGES



COM-7024 Rev. 6/2019