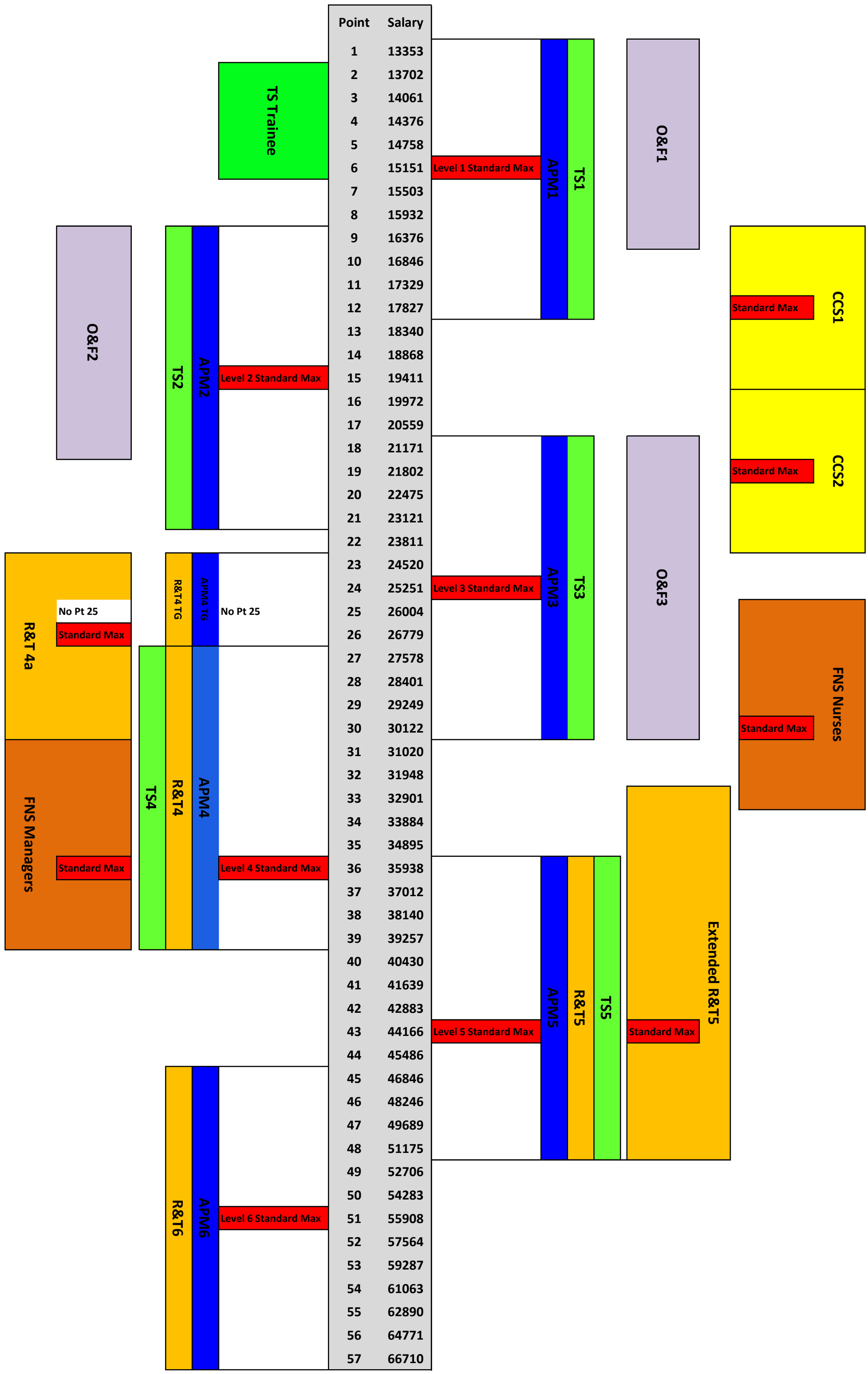Effective Date of Pay Award: 01/08/2011