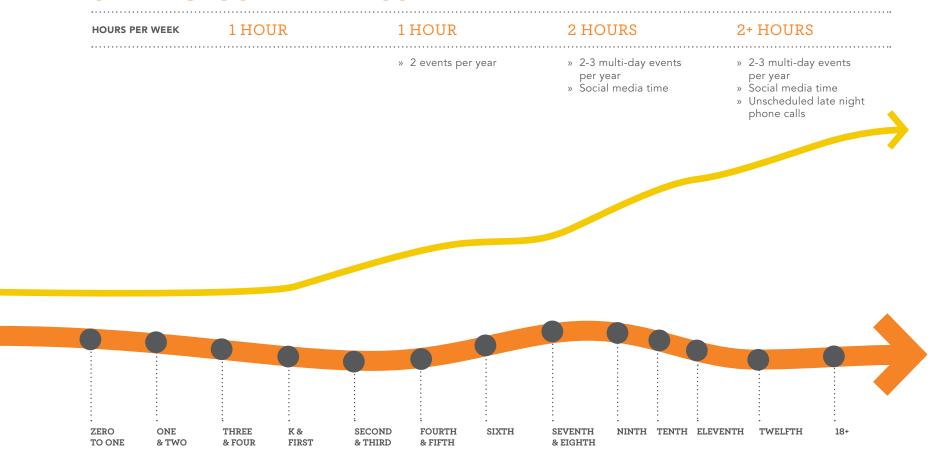
SMALL GROUP LEADER COMMITMENT



One-year seasonal commitment

Multi-year commitment