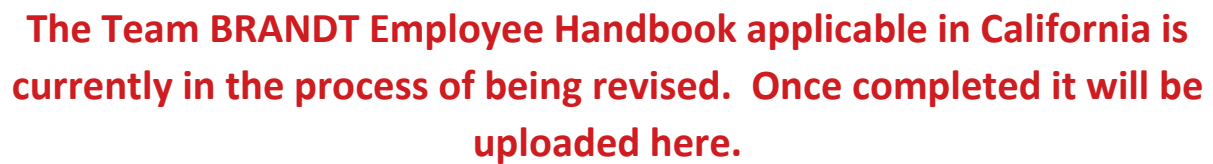


The title "Team BRANDT Employee Handbook" is displayed in white, bold, sans-serif font on a red rectangular background. The background image shows a brick building with large windows and three flagpoles in front of it. The flags are the United States flag, a white flag with a logo, and a red flag with the BRANDT logo.A white rectangular text box is centered on the page. It contains the following text in a red, bold, sans-serif font: "The Team BRANDT Employee Handbook applicable in California is currently in the process of being revised. Once completed it will be uploaded here." The background of the page is a photograph of a brick building with large windows and three flagpoles in front of it. The flags are the United States flag, a white flag with a logo, and a red flag with the BRANDT logo.