

EXHIBIT  
3  
NOV 15 2000

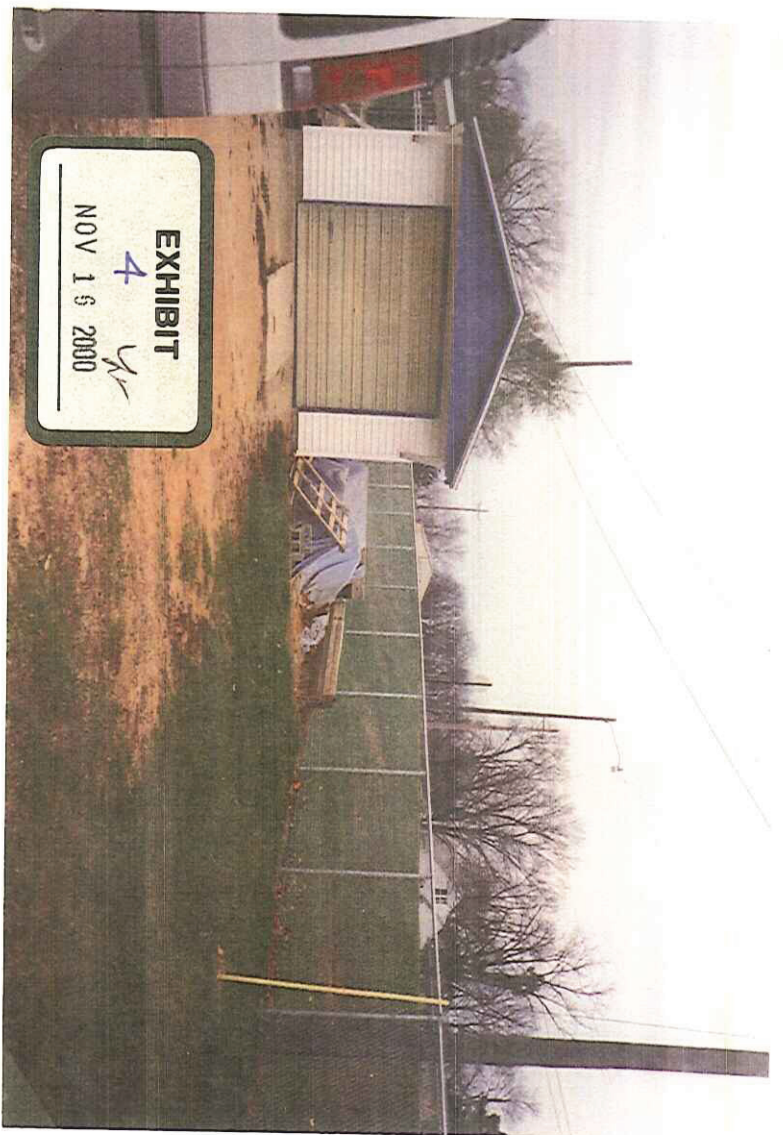
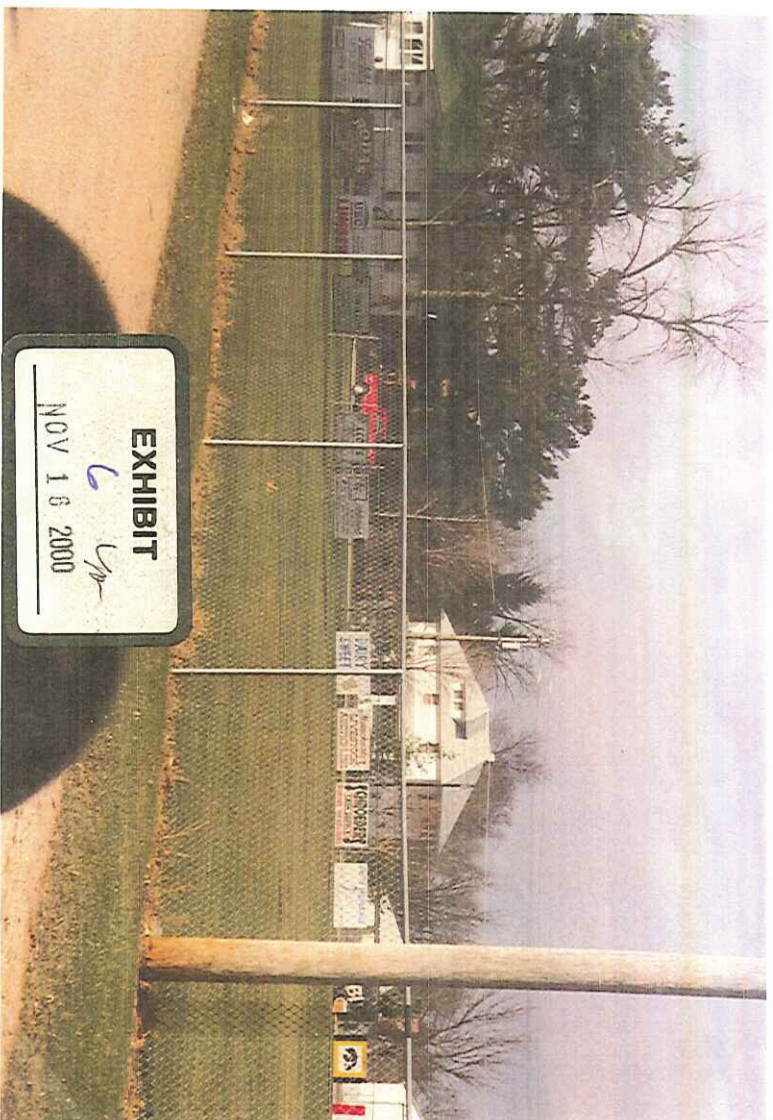
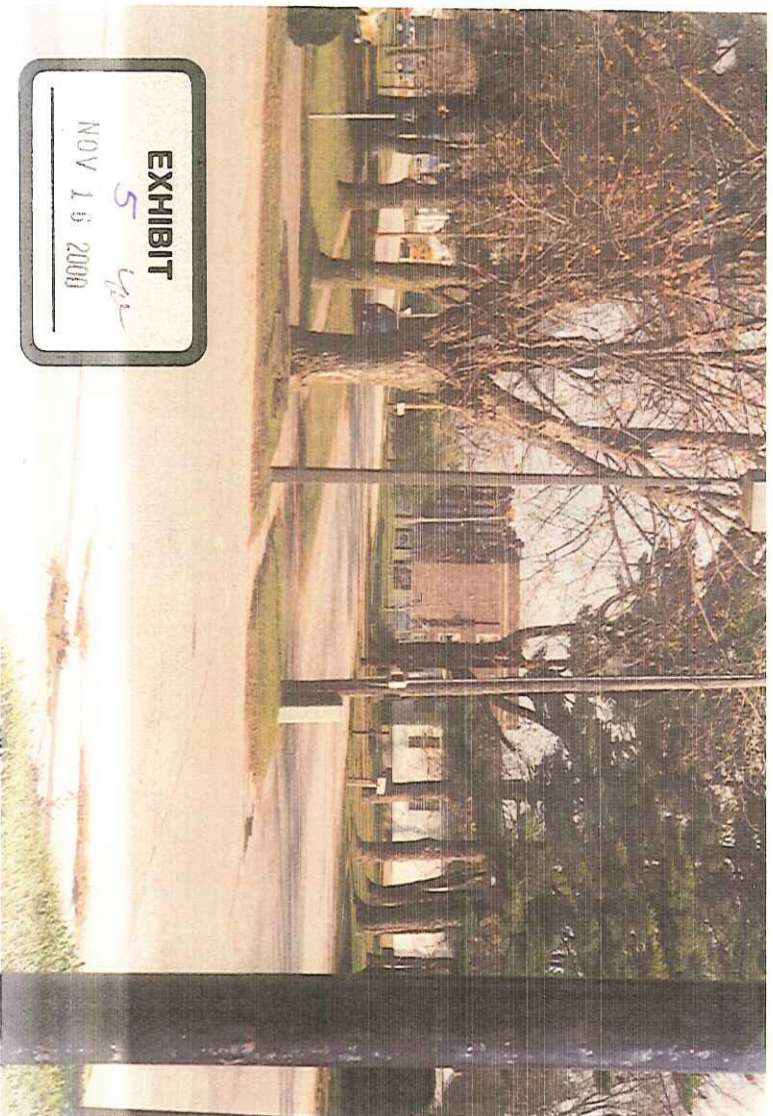


EXHIBIT  
4  
NOV 15 2000

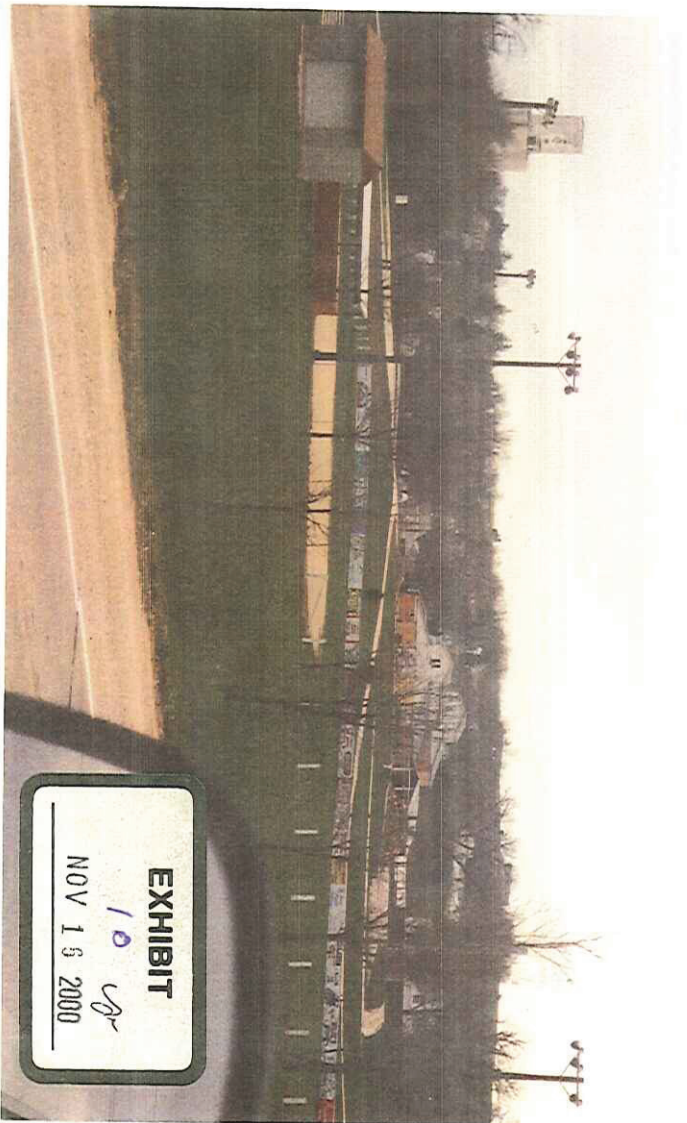
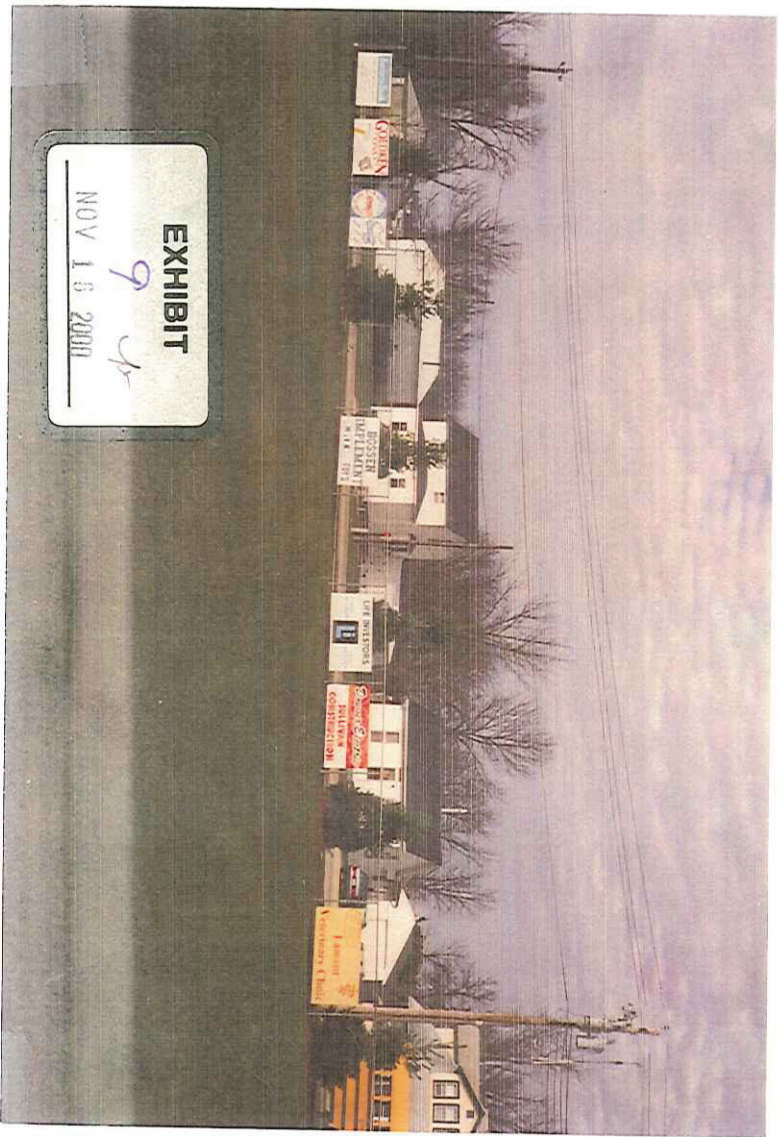
282



281



200-





278

