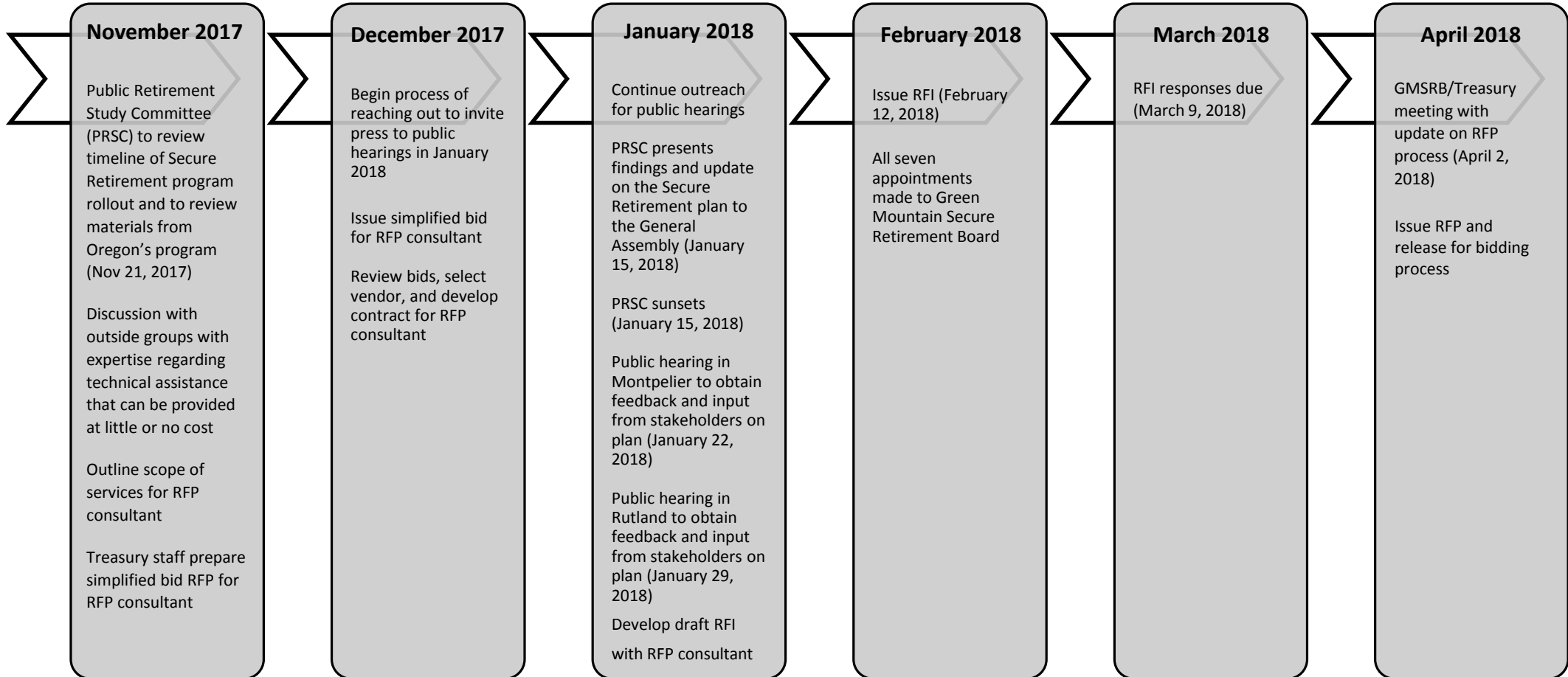


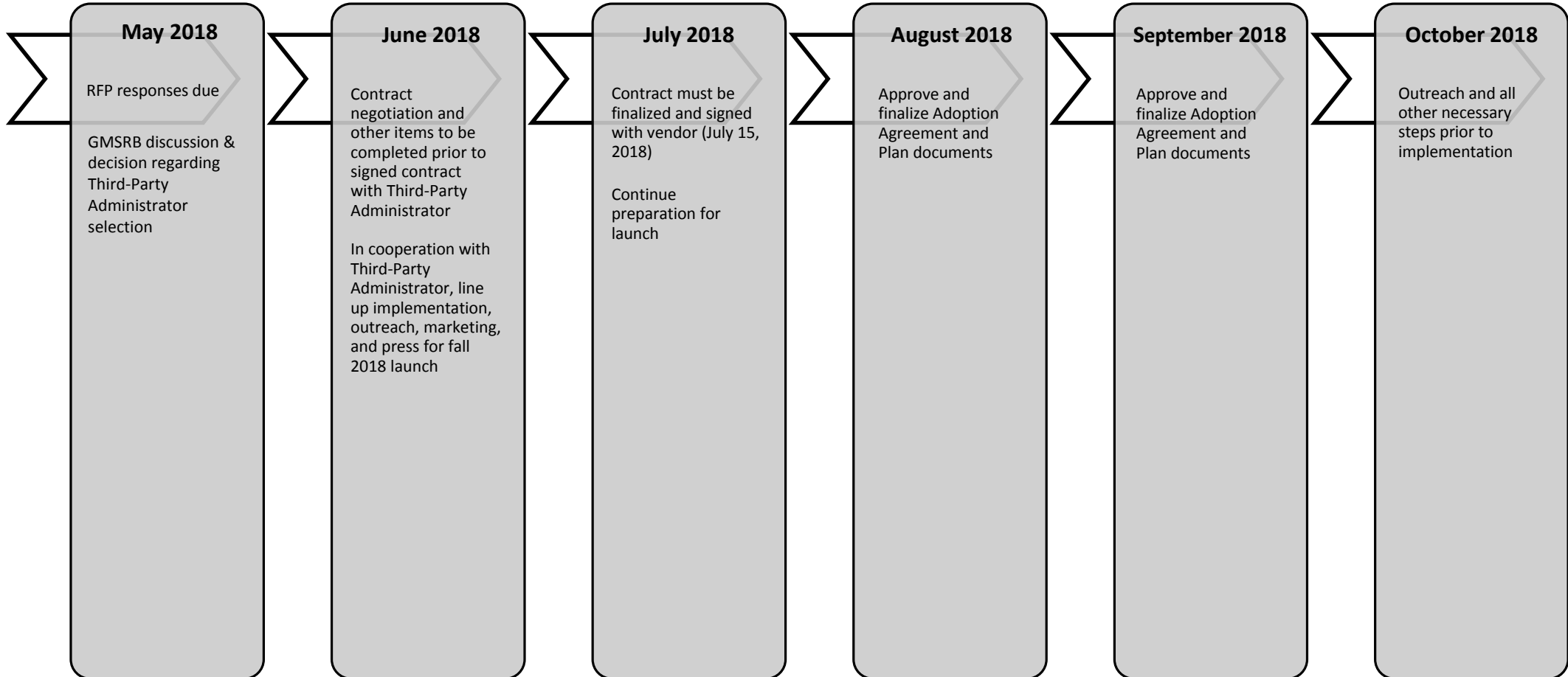


GREEN MOUNTAIN SECURE RETIREMENT PLAN: DRAFT IMPLEMENTATION TIMELINE (2017 – 2020)





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