



Public Relations E-Newsletter

Thank you to all of those employee's, Rancheria, Casino and Clinic who were able to come over and cheer on our box car racers last Friday! We had a fabulous time and an amazing turnout! Over 200 people in attendance to watch 34 little Head Start students run some races! Wahooooo! Special thank you to our two race announcers, Joe "Road Rash" Ross and Eric Underwood for donating there time and helping out! Randy, as always the music was great and Emily and Brandy thank you for all your help setting up (and for the donated bottles of waters)! Thank you everyone for your support during our special events! -Jayme Stack



Brought to you by:
Maria Orozco
Tacey Watkins
Melodie Honey

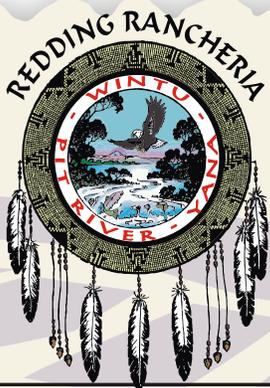


2100 Redding Rancheria Rd.
Redding, CA 96001



Public Relations E-Newsletter

Approximately 400 people joined us at the Redding Rancheria Community Fund Dinner that raised approximately \$38,000 on March 6th at the Win-River Event Center. It was a night of laughter, giving and fun! I would like to thank the wonderful committee, volunteers and our emcees of the evening. The food was perfect and the costumes were great! Thanks again everyone let's see what we can do next year.



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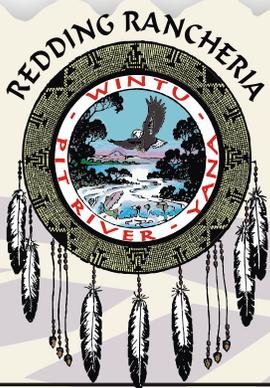


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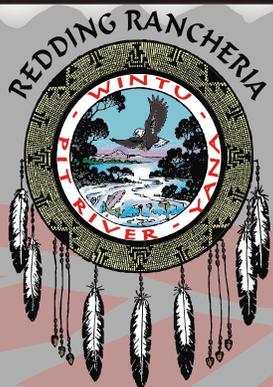
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WIN-RIVER
CASINO
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Public Relations E-Newsletter

The Shasta Women's Refuge announced that Team Redding Rancheria/Win-River Casino raised the most money as a team for their, "Walk a Mile in her Shoes" event on Saturday April 10th. We raised \$2000 for this wonderful cause. Thank you guys for volunteering your time for this great event. Thank you to the Managers, families, and many supporters who came to watch our volunteers walk.



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Team Redding Rancheria/Win-River Casino got to participate in the Shasta Women's Refuge, "Walk a Mile in her Shoes" event on Saturday April 10th. This year our team of 9 raised over \$1100. It was a great event for our participants and their families to walk for a wonderful cause. Thank you guys for volunteering your time for this great event.



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Public Relations E-Newsletter

Thank you to everyone who came out to support the Redding Rancheria's Annual Stick horse Rodeo during Rodeo Week. The kids are always super excited to see their fans in the crowd. As you can see the kids put a lot of time into making their special horse and it's always so wonderful to see the parents so involved. Great job Headstart Staff as always. Have a great day.



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On Thursday May 13th the Promotions and Creative Departments got together to raise money for the Shasta Women's Refuge, "Dancing With the Stars" Event. They held a bake and rummage sale. The 50/50 raffle was won by Hope Wilkes and the beautiful basket was won by Will Hayward. Thank you so much for everyone who contributed!



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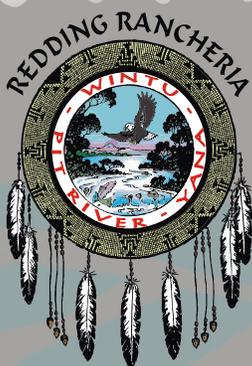


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Public Relations E-Newsletter

Thursday, June 3rd, Redding Rancheria's Head Start held graduation for their kids moving on to Kindergarten. The ceremony began with a song sang by James Hayward Sr. and Radley Davis, then the Color Guard and ended with 20 kids receiving diplomas!! Great job kids!! We wish you the best in your future!! Great job to Head Start for putting on such a wonderful ceremony.



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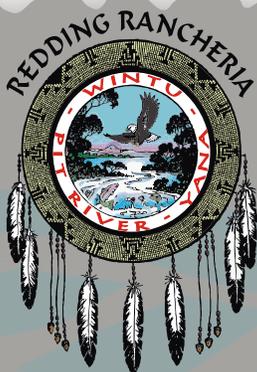


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PUBLIC RELATIONS E-NEWSLETTER

Redding Rancheria and Win-River Casino teamed up and held an amazing health fair! There were over 90 vendors giving out health screenings and information for free. We also had Redding Rancheria's Stillwater Pow Wow Lil Miss Princess come out and dance. It was an amazing turnout! Great job to everyone that was on the committee, it was amazing!



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Attention Members



The Public Relations Department is looking for your **photos, announcements, achievements** or any events that you have coming up or has happened in the past. Please let us know, we would like to attend to get photos and put your information in the upcoming newsletters.

If you would like to submit something please contact either Melodie Honey at 530-242-4514 and melodieh@redding-rancheria.com or Maria Orozco at 530-242-4516 and maria.orozco@win-river.com. We would really love to hear from you!!



Ki-Het-Ti-Ma-Tay
Sounds in the wind

Hestum

Redding Rancheria News

Seats new Council for 2011

On October 11, 2010, Tribal Council elected the following officers for the 2011 year. The Tribal Council has extensive governing responsibilities and powers including: establishing goals, making and enforcing laws, and managing the economic affairs of the tribe. The government of the Redding Rancheria protects, exercises and enhances the sovereign right of self-government while promoting historical traditions and establishing a lasting cultural and community identity for all members.



Jason Hart
Chairperson



Barbara Murphy
Vice Chair



Michelle Hayward
Secretary



Leon Benner
Treasurer



Jack Potter Jr.
Councilperson



Brian McCain
Councilperson



Hope Wilkes
Councilperson



Gary Hayward
1st Alternate



Don Hayward
2nd Alternate



Don Benner
3rd Alternate

Supervisor Thank You Dinner

On September 28th the Organizational Team members were able to bring back the folks who completed the Annual Supervisor Training to treat them to a sit down dinner. The ODT members served the Supervisors dinner and dessert. There were testimonials, raffles, fellowship and great food. Again I would like to thank all of them for a job well done. We truly appreciate all that you do and look forward to more trainings with you.



Native American Code of Ethics



Joe Ross
Substance Abuse
Counselor

Bestum and I hope that this newsletter finds you in good health and good spirits. Sometimes when I go through worksheets and workshops for my job I come across some really good advice that I need to hear. I found this last year and want to share it with you. I think that this could and should apply to everyone, not just Native Americans. Have a safe and heartfelt holiday seasons from all of us at the Community Services Department.

NATIVE AMERICAN CODE OF ETHICS

1. Rise with the sun to pray. Pray alone. Pray often. The Great Spirit will listen, if you only speak.
2. Be tolerant of those who are lost on their path. Ignorance, conceit, anger, jealousy and greed stem from a lost soul. Pray that they will find guidance.
3. Search for yourself, by yourself. Do not allow others to make your path for you. It is your road and yours alone. Others may walk it with you, but no one can walk it for you.
4. Treat the guests in your home with much consideration. Serve them the best food, give them the best bed and treat them with respect and honor.
5. Do not take what is not yours whether from a person, a community, the wilderness or from a culture. It was not earned nor given. It is not yours.
6. Respect all things that are placed upon this earth - whether it is people or plant.
7. Honor other people's thoughts wishes and words. Never interrupt another or mock or rudely mimic them. Allow each person the right to personal expression.
8. Never speak of others in a bad way. The negative energy that you put out into the universe will multiply when it returns to you.
9. All persons make mistakes. And all mistakes can be forgiven.
10. Bad thoughts cause illness of the mind, body and spirit. Practice optimism.
11. Nature is not FOR us, it is a PART of us. They are part of your worldly family.
12. Children are the seeds of our future. Plant love in their hearts and water them with wisdom and life's lessons. When they are grown, give them space to grow.
13. Avoid hurting the hearts of others. The poison of your pain will return to you.
14. Be truthful at all times. Honesty is the test of ones will within this universe.
15. Keep yourself balanced. Your Mental self, Spiritual self, Emotional self, and Physical self - all need to be strong, pure and healthy. Work out the body to strengthen the mind. Grow rich in spirit to cure emotional ails.
16. Make conscious decisions as to who you will be and how you will react. Be responsible for your own actions.
17. Respect the privacy and personal space of others. Do not touch the personal property of others - especially sacred and religious objects. This is forbidden.
18. Be true to yourself first. You cannot nurture and help others if you cannot nurture and help yourself first.
19. Respect others religious beliefs. Do not force your belief on others.
20. Share your good fortune with others. Participate in charity.

Merry Christmas and Happy New Year

Joe Ross

Redding Rancheria Health Clinic

Health Fair 2010

The Redding Rancheria Indian Health Clinic, Mercy Medical and Shasta Regional Medical Centers provided the screenings that included blood pressure checks, blood sugar screenings, A1C screenings, body mass index, body fat analysis, cholesterol checks and more.

One of the highlights was the Think Pink booth. The staff was dressed in tie dye pink shirts and gave away lots of pink gifts in effort to raise the awareness of breast cancer. The booth next to them gave guests the opportunity to feel for lumps in artificial breasts and gave out information on how to do a self exam. Each year it is estimated that nearly 200,000 women will be diagnosed with breast cancer and more than 40,000 will die. Approximately 1,700 men will also be diagnosed with breast cancer and 450 will die each year. The evaluation of men with breast masses is similar to that in women, including mammography.



Guests were given the opportunity to learn about herbal medicine, prosthetics, clean air and water, physical fitness, oral health and the importance of getting and staying fit. One vendor gave away free chair massages and information on the benefits of massage for your physical and mental well being. One guest told us she appreciated the event because she didn't have any insurance and it was wonderful to be able to come and receive the free health screenings.

Shasta County Public Health provided information on everything from smoking cessation to foster care while others provided information on stress relief, drug and alcohol abuse, mental health, nutrition and diabetes plus there were lots of great prizes.

The event also provided information to all the employees of the Redding Rancheria that includes Head Start, Win-River Casino, Redding Rancheria Indian Health Clinic and the Redding Rancheria. Insurance representatives were on hand to answer questions for employees about their health, life and supplemental insurances. VSP and Delta Dental were also there to help employees with questions regarding the dental and vision plans.

One of the highlights of the event was the Wii play station set up for everyone to try out some of the physical fitness programs offered by Wii. Guests were bowling, dancing and having a great time getting in shape with the programs. Employees were also entered into a drawing to win a free Wii play station to continue their exercise at home.

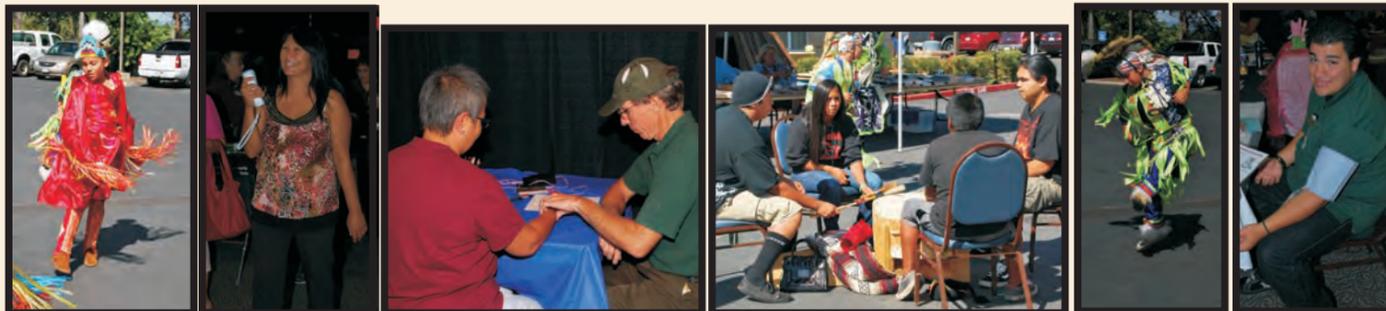
As part of the commitment of getting fit and staying healthy, the Redding Rancheria has implemented a wellness challenge for all its employees. They provide fresh fruit for the employees as well as cash incentives for those that lose weight and keep it off.

Everyone enjoyed the crafting booths and plants available to purchase. A special treat was enjoyed by all when local youth performed Native American dances and drumming. The youth performed during the lunch hour with traditional dances, dressed in beautiful regalia.

The Redding Rancheria also had a display of Native American baskets and Louise Davis shared her knowledge of the type of grasses used to weave the basket, what the symbols meant and the task each basket was used for by the Native American people.

The event will be held in August so it can become a more family oriented event. It is important to get the children involved in taking care of their health at an early age so they can maintain a healthy lifestyle throughout their life.

Anyone interested in participating at next year's event as a vendor should contact Jasmine Romero at Win River Casino Human Resources department or Morgan Watkins at the Redding Rancheria Human Resources department.



Redding Rancheria

Change



Ron Sisson
Senior Director of
Health Services

Change in health care is constant and necessary to improve and increase services for our patients. This year the Redding Rancheria Indian Health Clinic has undergone two significant changes. First, we updated the software and workflow systems in our Pharmacy to enhance your pharmacy experience. Fast and accurate delivery of your medication is our number one goal in pharmacy. Second, we changed our software in the Medical department from a paper based system to an electronic digitized system. Your new digitized electronic health record is protected by a secure network that is backed up every night and all protected health information is encrypted to safe guard its content.

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Changing the way we deliver health care services by enhancing the clinic with the latest advances in technology has challenged the clinic staff. We have tried to minimize the impact on

patient care but realize that these changes have caused a decrease in our ability to do what we most about our jobs, "serving patients".

These two projects have passed the implementation phase and moved into the production phase. The production or second phase will last through the end of this year. We look forward to the time when all clinic staff has become proficient in the use of the new software and have developed these systems to their fullest potential. These changes were necessary to keep pace with the changing health care delivery systems driven by new technology with the goal of improving patient outcomes and wait times.

A great deal has been asked of the staff this year in these times of change and I would like to take this opportunity to thank them for their dedication and hard work necessary to make these changes successful. They worked many hours outside their regular schedule to train on the new software. As always, our focus was to minimize the impact on our patients by unnecessary interruptions in access to care. This dedication is appreciated by the Redding Rancheria who support and encourage us to improve our health care delivery services for patients. This time next year I intend to report to you that we have not only returned to our original patient visit counts but have exceeded them and improved patient outcomes as a result of the changes made this year by the investment in health care systems for patients of the Redding Rancheria Indian Health Clinic.

Thank you for your understanding and continued patience with the changes that we have made this year. We strive to improve your experience with the Redding Rancheria Indian Health Clinic, "Because We Care about Your Health".

Ron Sisson

Hosts CNIGA

The Redding Rancheria and Win-River Casino hosted a monthly California Nations Indian Gaming Association meeting at the Redding Rancheria Community Center. CNIGA is an organization that consists of Tribes located in California. The Association represents various Tribal interests including but not limited to gaming issues. This event brought 40-50 Tribal leaders from throughout California to convene for the monthly meeting in Redding. Tribal leaders who attended the meeting were treated to a social get together the night prior to the meeting. The executive committee from CNIGA also held an executive meeting the evening before the monthly meeting.



Redding Rancheria HeadStart

HeadStart

The Head Start children went to Hawes Pumpkin Patch in the early month of October and had a great time. Due to the donation that Win River makes to Hawes Farms each year, our children and families have never had to pay a fee for this field trip! The families enjoyed a hay ride, the bounce pillow, the corn cannon, petting zoo and each child took home a pumpkin and some great fun!

Jayme Stack



United Way Celebrity Auction Dinner

The Redding Rancheria and Win-River Casino encourage their employees to donate time and resources to various local charities. The United Way Celebrity Auction Dinner was held September 11, 2010 at the Red Lion Hotel. Tracy Edwards, CEO, and Maria Orozco, Public Relations Director, were solicited to participate as celebrity waiters at the dinner. Other celebrity waiters included City Manager Kurt Starman, County Administrator Larry Lees, Mike Mangas from KRCR Channel 7R, Don Burton from KShasta, Norma Comnick, Mayor of Anderson, and many more. The celebrity waiters were required to serve dinner to guests who purchased tickets for the event. The dinner also featured a silent and live auction as well as dinner guests donating money to United Way and challenging the celebrity waiters to perform various functions. The event was a great success and we were honored that the Redding Rancheria and Win-River Casino could be a part of.



Melodie Honey

HeadStart receives Solar Panels

Last year, Redding Rancheria applied for a EECBG Grant through the Department of Energy for an award to fund and install 16 Solar Panels. After the application was submitted, all Tribal entities were inspected to see what building was up to their standards. Upon inspection, it was discovered that the Head Start building met their requirements. After a year, and Redding Rancheria received the Grant for \$25,700.

During a two week process PowerHouse Solar, Inc., a local business, installed the Solar Panels on the Head Start building. Not only did the Head Start go green, but we also put others to work, which was our goal.

Melodie Honey



Employee of the Month



September
Rob Krikorian

Rob has devoted himself to Redding Rancheria for 15 years now. Doing what is right is his moto. He has dedication to the Pow Wow and fund raising events and is always so willing to help out. Rob comes to and leaves work with a smile on his face. His joking personality is also a good trait he has to help anyone get through a bad day.



October
Christine Castro

Chris is a "go to" person. Whenever a sub is needed for the Head Start program Chris willingly comes in early. If Head Start is having a field trip and needs extra supervision, Chris again re-arranges her schedule so she can help out. She goes out of her way to make sure everyone's special day gets noticed, birthdays, anniversaries, etc. She is a great member of the Head Start team!

Member's Upcoming Birthdays

November

| | |
|-----------------------------|---------------------------------|
| Fernando Pizano 11/1 | Michelle Hayward 11/21 |
| Alanna Rehnblom- Rymel 11/1 | John Phillips 11/23 |
| Jannamarie Howard 11/2 | Andrew Thetford- Keluchie 11/24 |
| Nathan Hayward 11/3 | William A Hayward 11/25 |
| Lyla Wilson 11/3 | Orval Hayward 11/27 |
| Christopher Hart 11/4 | |
| Lawrence Baker 11/7 | |
| Justin Hayward 11/10 | |
| Shayne Hayward 11/12 | |
| Amy Burns 11/13 | |
| Kierah Haller 11/13 | |
| Akwa Lucero 11/16 | |
| Violet Trinity 11/16 | |
| William R Hayward 11/20 | |

December

| | |
|------------------------|--------------------------|
| Dakotta Hayward 12/3 | Aha-Bleza Keluchie 12/30 |
| James Hayward 12/3 | |
| Lexy Benner 12/4 | Warren C. Sorahan 12/30 |
| Jack Potter Jr. 12/5 | |
| Hilton Schumacher 12/5 | |
| Joseph Dominguez 12/8 | |
| Savannah Grider 12/8 | |
| Takoda Murphy 12/11 | |
| Don Hayward 12/12 | |
| Brandon Baker 12/13 | |
| Noah Jordan 12/19 | |
| Debra Gard 12/21 | |
| Alexis Hayward 12/24 | |
| Danyel Sherwood 12/26 | |
| Larry Fultz 12/27 | |
| Raymond Burns 12/28 | |

Poly-Pharmacy There could only be One!



Terry Lerma
Pharmacy Director

Poly pharmacy is a term that literally means "many medications," and conveys a phenomenon where patients utilize multiple pharmacies to obtain their prescribed medications. This is rather common place, given the myriad of retail pharmacies operating throughout Redding and Northern California. Although many pharmacies offer attractive incentives to lure patients from one pharmacy to another, it is imperative that patients receive their pharmaceutical care from a single pharmacy. Poly-Pharmacy can actually place patients at risk for serious medication interactions, duplicate therapy, and ultimately compromise your wellbeing.

Here are a few real examples of medication errors exacerbated by Poly-Pharmacy:

- One pharmacy has noted a patient has chronic renal insufficiency. At another pharmacy the patient wishes to fill a prescription for an antibiotic for a Urinary tract infection. Because the 2nd pharmacy is unaware of the existing renal insufficiency (kidney failure), the antibiotic is dispensed as written. This can cause further harm to the patient's kidneys, as the antibiotic may require a lower dose or less frequent dose as the kidneys are not working at 100%.
- One patient receives an anticoagulant for chronic Atrial Fibrillation at a clinic pharmacy where their blood levels are monitored. The patient receives a prescription for an antibiotic to treat an upper respiratory infection, and opts to fill this prescription at a retail pharmacy near home. This pharmacy is unaware the patient has Atrial fibrillation and is being treated with an anticoagulant, so the antibiotic is dispensed. The antibiotic interacts with the anticoagulant, causing excessive bleeding. The patient is then admitted to a local Emergency room for excessive bleeding.
- One patient receives a cholesterol medication from a local pharmacy. This patient develops a fungal infection receives a prescription for a single dose fungal medication. However, the two medications interact, and the antifungal medication, increasing the cholesterol medication to toxic levels, causing acute liver damage. The extent of the liver damage is not immediately known to the patient, but surfaces several years later when a lab test reveals impaired liver function.

Each of these examples are quite common throughout the United States. It is known fact that medications errors contribute significantly to overall patient mortality rates. Here are some statistics to drive the point home. Medication errors encompass all mistakes involving prescription drugs, over-the-counter products, vitamins, minerals, or herbal supplements. Errors are common at every stage, from prescription and administration of a drug to monitoring of the patient's response, the committee found. It estimated that on average, there is at least one medication error per hospital patient per day, although error rates vary widely across facilities. Not all errors lead to injury or death, but the number of preventable injuries that do occur -- the committee estimated at least 1.5 million each year -- is sobering, the report says.

Studies indicate that 400,000 preventable drug-related injuries occur each year in hospitals. Another 800,000 occur in long-term care settings, and roughly 530,000 occur just among Medicare recipients in outpatient clinics. The committee noted that these are likely underestimates. A Pharmacist is only able to provide holistic care if they are aware of all medications you are currently prescribed. Ideally, we are able to identify medications with drug interactions, medications that represent duplicative therapy, medication dosages that require adjustment for renal (kidney) and hepatic (liver) impairment, etc..

Poly-pharmacy, receiving care from multiple pharmacies, undermines our ability to identify dangerous drug interactions, and saving you from a potentially poor outcome. Because of the prominence of serious medication interactions, it is ideal to carry a comprehensive and updated list of all medications prescribed for any given patient. This list should also include herbals, nutritional supplements (vitamins), and over the counter medications currently taken.

I will once again refer to the 1986 Cult Classic movie pictured above, Highlander Starring Sean Connery and Christopher Lambert. With regard to Poly-Pharmacy, "There can be only one!"

To Your Health!
Terry Lerma



PUBLIC RELATIONS E-NEWSLETTER

Halloween is a special time for the Redding Rancheria, Win-River Casino, and the Redding Rancheria Indian Health Clinic. This year we joined forces and attended the Win-River Casino celebration in the Eagle Room. All entities were able to show their costumes and cheer for each other. The judges were able to watch all participants as well as watch several performances at the Clinic. Great job everyone! Congratulations to all the winners!



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On Wednesday, October 27th Redding Rancheria celebrated Staff Development Day at Shasta Lanes Bowling Alley. There was laughter, bowling and lots of high-fives. The staff soon joined up together for lunch, games and entertainment in the Community Center. Thank you so much for being part of the Redding Rancheria Family.....



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All Entities of the Redding Rancheria celebrated "Think Pink" on October 21st by wearing shirts, handing out pink promotional items, and even hanging banners outside on the gas pumps. Thank you to all who helped make this day a success.



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Attention Members



The Public Relations Department is looking for your **photos, announcements, achievements** or any events that you have coming up or has happened in the past. Please let us know, we would like to attend to get photos and put your information in the upcoming newsletters.

If you would like to submit something please contact either Melodie Honey at 530-242-4514 and melodieh@redding-rancheria.com or Maria Orozco at 530-242-4516 or maria.orozco@win-river.com. We would really love to hear from you!!



Ki-Het-Ti-Ma-Tay
Sounds in the wind

Hestum

Help others Empower for solutions Serve with a smile Treat with respect Understand diversity Meet customer needs

Redding Rancheria News

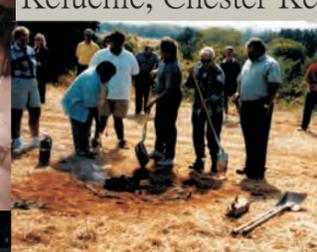
Amy Burns

Amy May Burns was born on November 13th, 1933 and passed away December 30th, 2010. She was born in Big Bend, CA. Her father was Tim Wilson and her mother was Nellie Towndolly. She was raised by her mother and stepfather, Isigry Towndolly. They lived by Clear Creek, now know as Redding Rancheria. She loved spending time with family and friends, and when she wasnt with family, you could find her at the bingo hall or playing slot machines.

Amy was a well respected Elder of Redding Rancheria who served on the Hiring Committee for the Tribe, and was an integral part of the Tribe's prosperity. She raised all 10 of her children on the Rancheria and taught them to be proud and strong people. She is loved by her family and will be missed dearly, always holding that special place in our hearts.

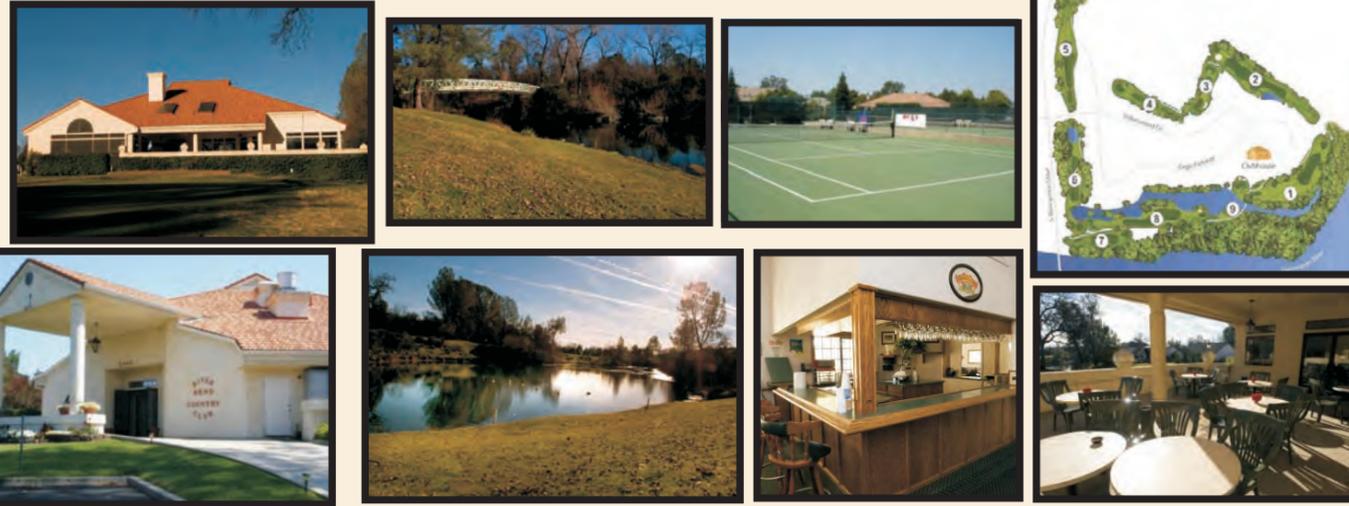
She is survived by brothers Timmy Wilson, Walter Wilson and Jimmy Wilson, sons, William Keluchie, Raymond Burns, Richard Burns and daughter April Rymel along with many grandchildren and great-grandchildren.

She was preceded in death by sisters Mabel Patterson, Lillie Wilson and Linda Wilson, sons, Lawrence Baker Jr., Virgil Baker Sr., Wilbur Baker, Bosco Keluchie, Chester Keluchie Jr. and Wallace Keluchie.



Riverbend Golf Course

The Redding Rancheria is excited to announce that in November it completed the purchase of the Riverbend Golf Course. The course is located on South Bonnyview Road on the Sacramento River. The Tribe felt that the addition of a golf course fits perfectly into its long-term plans. The golf course is located near the Hilton Garden Inn, on a large parcel of land near I-5, the Win-River Mini-Mart and Win-River Casino. At this time the Tribe is focusing on immediate needs of the golf course including maintaining the golf course itself and all of it's buildings. We will be working in the near future to have a grand opening.



President Obama hosted White House Tribal Nations Conference



Jason Hart
Chairperson

December 16th Tribal Chairman, Jason Hart, attended a conference in Washington on Efforts to strengthen American Indian communities and their relationships with the federal government. "We're moving forward," Obama said at the second White House Tribal Nations Conference attended by leaders of the 565 federally recognized tribes. "And what I hope is that we are seeing a turning point in the relationship between our nations."

His administration has worked for the past year to strengthen the relationship between the nations and develop a comprehensive strategy to help meet the challenges facing American Indian communities improving the economy and creating jobs, healthcare and education.

"I also want to note that I support legislation to make clear -- in the wake of a recent Supreme Court decision -- that the Secretary of Interior can take land into trust for all federally recognized tribes," he said to a round of applause.

"What I would really like to see is for the government to work on getting Native American land back, our land that is necessary. I feel that is a very important issue" says Jason Hart. "I'm confident that if we keep up our efforts, that if we continue to work together, that we will live up to the simple motto and we will achieve a brighter future for the First Americans and for all Americans," Obama said.



Redding Rancheria

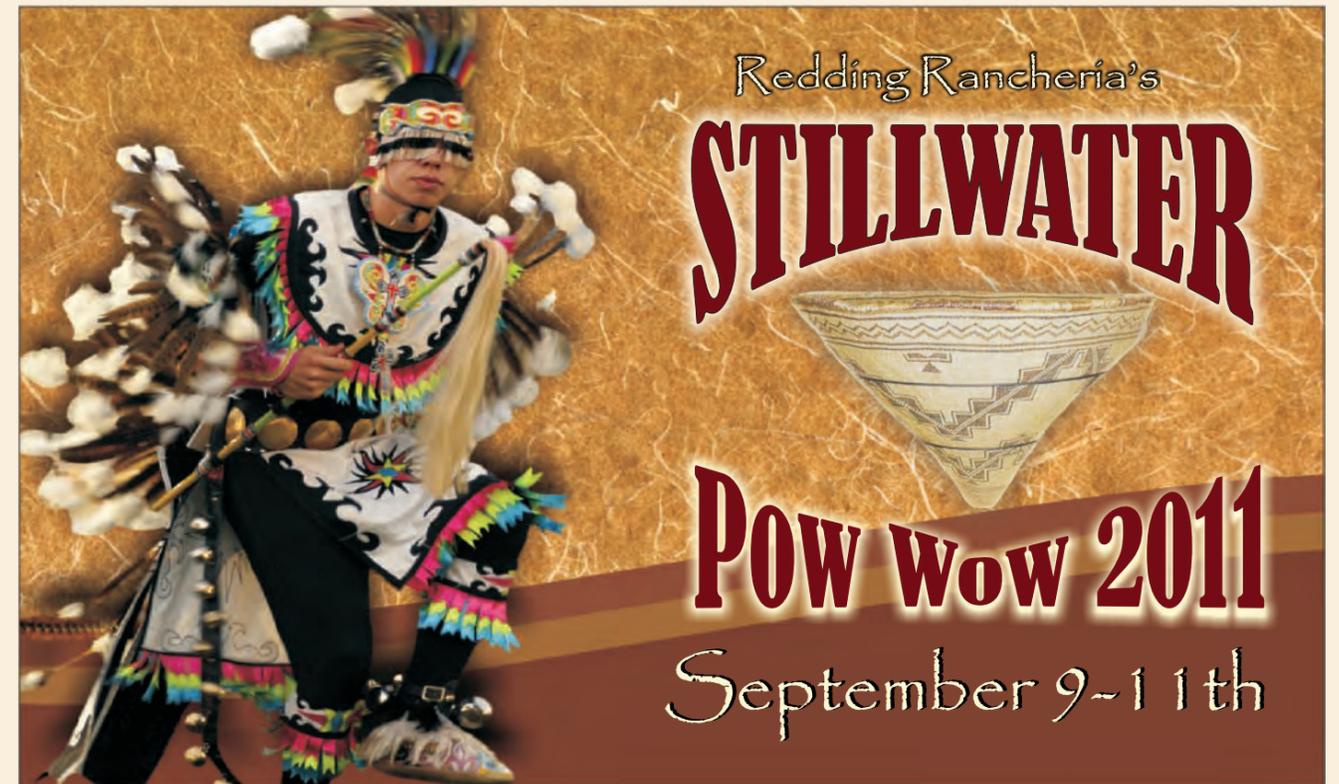
Tribal Youth Christmas Party

On December 15th the Redding Rancheria Education Department held its Tribal Youth Christmas Party and it was an amazing event. The kids received gift cards, made cookies and had a visit with Santa. The Education Department did such an incredible job creating such a fun and festive event. Here are some of the photos from the event and we hope you enjoy!



Giving Back

The Redding Rancheria & Win-River Casino love to collaborate and help our Community! The Redding Rancheria and Win-River Casino donated \$1500 worth of food and a \$1000 check to the Stuff the Truck Event. The 2010 Build Rite Clean Rite "Stuff the Truck" Food Drive was also a success in Anderson and The Redding Rancheria & Win-River Casino were also able to donate \$1000 towards that wonderful cause on Thursday, November 18th at Safeway in Anderson. Proceeds went to the Salvation Army. Great job!



Redding Rancheria

2010 Employee Party

The Redding Rancheria Employee Christmas Party was held on December 17th and was a great night full of raffle prizes, food, entertainment and awards. There were many awards given out that night. There were years of service awards from 5 to 15 years, the Redding Rancheria Fitness Challenge winner awards; Amy Brom, Pat Begley, Danielle Hackworth, Louise Davis and Tammy Wilson, and our Value Winner awards; Virgil Baker Jr., Amy Brom, Robert Garcia, Kalene McDaniels, Annette Hale and Ellie Kissick. Great job to all of our winners, we are looking forward to another great year!!



Redding Rancheria Community Fund November-December 2010

Awards \$86,000 to 30 Local Organizations

Redding, CA (December 29, 2010): The Redding Rancheria Community Fund a fund by the Shasta Regional Community Foundation announces grant funding to 30 local organizations in Shasta and Trinity Counties in the amount of \$86,000.

Grants made since the inception of RRCF: \$1,712,640. The following organizations received funds:

- Anderson Historical Society - \$2,500 for construction pad
- Anderson Union High School District - \$4,500 for a shed
- Anderson's Veterans' Walk of Honor - \$2,500 for park development
- California Veterans Assistance Group Inc. - \$2,000 for the chapel at Veteran's Cemetery
- Cascade Union Elementary School District - \$5,000 for a smartboard
- Chrysalis Charter School - \$600.00 for a canopy
- City of Anderson Parks & Recreation - \$5,000 for improving the parking lot at amphitheater
- Columbia School District/Mt. View School - \$2,200 for chairs
- Fall River Joint Unified School District - \$2,200 for chairs
- Girls on the Run Shasta County - \$500 for recruitment materials
- Golden Umbrella - \$2,500 for exercise equipment
- Igo-Ono-Plantina Elementary School District - \$5,000 for a smartboard
- Indian Cultural Organization - \$5,000 for salmon restoration project
- Junction City Elementary School - \$4,500 for a peace garden
- Lassen Park Foundation - \$2,500 for youth camp program for Shasta & Trinity County youth
- LivingHope Compassion Ministry - \$2,500 for food/supplies/personnel
- North Woods Discovery School - \$1,000 for art supplies
- Northern Valley Catholic Social Services - \$550 for bus passes
- Redding School District - \$2,000 for 20 Native American kids to attend Whiskeytown School
- City of Redding/Active 20-30 Club - \$2,000 for swings at T.R. Woods Memorial Park
- Shasta College Foundation - \$3,700 for a rototiller
- Shasta Community Health Center - \$1,200 for supplies for podiatry services for homeless
- Shasta County Chemical People - \$5,000 for Friday Night Live & SCOACHE education program
- Shasta County Child Abuse Prevention Council - \$500 for printing materials for career launch program
- Shasta Family Justice Center - \$2,500 for computers
- Shasta County Fire Department - \$2,500 for smoke detectors
- Shasta Land Trust - \$700 for student testing equipment
- Shasta Library Foundation - \$2,500 for family literacy program
- Shasta Wildlife Rescue and Rehabilitation - \$8,350 for heat and air unit
- Verde Vale Elementary School - \$4,500 for edible schoolyard garden

For more information regarding the Redding Rancheria Community Fund please contact Maria Orozco at 530-242-4516.

Redding Rancheria

Message from CEO



Tracy Edwards, CEO

I would like to take the time to personally thank all of the employees who work for the Tribe. 2010 was a challenging year but also a promising year. As usual our employees never ceased to amaze me. They continued to come to work and dedicate their time, energy and ideas to the Tribe. We would not be able to accomplish the things that we do without their dedication. Employees not only make our Tribe a success but also participate in many community activities. We raised over \$12,000 for Relay for Life this year, our staff participated in Think Pink, Walk a Mile, Turkey Trot. I can't even begin to list the accomplishments of the staff this year but I do want to take the opportunity to thank them and acknowledge and appreciate the work they do for the Tribe.



Christmas Party 2010

Thanks to the generous donations from Win River Casino the children at Head Start and Child Care had an exciting and fun filled Christmas Party on Friday, December 17th. Santa Claus hand delivered gifts and stockings to every enrolled child in our program. Each child happily received a light grey, zippered Redding Rancheria hooded sweatshirt, along with an art set that included markers, crayons, colored pencils, and an art pad.

Thank you to Win River Casino and for making this Christmas a joyous event for our children and families.

Jayme Stack
Events Coordinator



Recognition

Employee of the Month



November
Nate Stapp

Nate has embraced the EHR change with enthusiasm and with a smile. The patients like him as well as the staff at the clinic. He willingly agreed to change where he physically sits in order to accommodate a whole new intake process and improve patient flow accuracy of data. He was asked to participate in the flow committee to help develop the workflow before he even knew his job was being re-designing and he gladly accepted. He gave input and went above and beyond in getting input from others to bring back to the flow committee. Nate is truly an asset to the clinic and to our patients.



December
Dana Brooks

Dana is a Behavioral Health Therapist for the Redding Rancheria and has faithfully worked for the Health Clinic for almost 4 years now. She is a pleasure to work with. Dana truly cares about her patients and coworkers. She is always willing to help others and she is an all around great person! She is a great worker and the Clinic is very happy to have someone like Dana!

Member's Upcoming Birthdays

January

- | | |
|------------------------|----------------------------|
| Shayla Brown 1/4 | Mackee Greer 1/24 |
| Arron Harvey 1/7 | Amanda White 1/24 |
| Shawna Phillips 1/8 | Katelyn Cole (Bailey) 1/25 |
| Oscar Pizano 1/8 | Ramona Schumacher 1/25 |
| Payton Edwards 1/10 | Sarah Gard 1/26 |
| Angila Gard 1/12 | |
| Melissa Murphy 1/12 | |
| Brandi Castillo 1/13 | |
| Tionna Baker 1/14 | |
| Gary Hayward 1/15 | |
| Mac Hayward 1/15 | |
| Daniel Brantley 1/19 | |
| Kristine Sherwood 1/21 | |
| Justin Sherwood 1/22 | |
| Austin Schumacher 1/23 | |
| Sadie Short 1/23 | |

February

- | | |
|---------------------------|-------------------------|
| Teresa Pizano 2/1 | Jeanette McCain 2/26 |
| Kayla Carrillo 2/4 | Ashley Murphy 2/28 |
| Trisha Baker 2/9 | Patricia Spaulding 2/28 |
| Shelby Murphy-Harris 2/10 | |
| Tracey Carrillo 2/14 | |
| Christian Kurt 2/14 | |
| Stacey Carman 2/17 | |
| Angela Hayward 2/17 | |
| James D. Benner 2/19 | |
| Raycin McCain 2/20 | |
| Jeremy Hayward 2/23 | |
| Hallie Potter 2/23 | |
| Michael Hayward Jr. 2/24 | |
| Angel Pasillas 2/24 | |



A "Blue Birthday"

Who would have thought a "blue" birthday could be so much fun! That is exactly what some of our Head Start students have experienced in the last year. Spouses Behind the Badge is a non-profit organization made up of spouses and significant others from the Redding Police Department. These wonderful ladies have put their heart and soul into the group to make sure every child in need, has a happy birthday!

Spouses Behind the Badge has built a wonderful community partnership with us here at Head Start. With a simple phone call about a child in need, these ladies jump into action. They organize a party for our students which includes a backpack full of presents, a cake, balloons and the most exciting part of all... a visit from Redding Police Officer. The idea behind this group is to strengthen community bonds with law enforcement and to give children a positive experience with the officer.

In the past year Spouses Behind the Badge has help so many of our Head Start families! In November, they did the most amazing thing for one of our families; they donated a bed to the family! On and off duty Redding Police Officers came to the family's new home and put together a new bed for our little boy. The wives bought a new bed set, pillow, stuffed animal and new pajamas for every member of the family! Needless to say, there wasn't a dry eye in the house when we say the excitement on the little boy's face, once he jumped on his new bed!

If you would like more information about Spouses Behind the Badge and the other amazing services they offer to our community check out their website at www.spousesbehindthebadge.org or find them on Facebook. They are truly a blessing to this community!

Danielle Hackworth

Redding Rancheria Head Start Family Case Worker



Community Christmas Party



One of the blessings of my job is the opportunity to work with so many people who care about others. This time of the year we join forces with the Clinic, Head Start, Life Center in Shasta Lake and Inter-Tribal Council to provide a Christmas Party for those who are in need of assistance. The Redding Rancheria was gracious in helping to fund this great event. We met on a regular basis to plan this event. Committee members Joe Ross, Lauri Hayward, Trish Baker, Morgan Watkins, Daniel Brantley, Melodie Honey,

Don Benner, Tacey Watkins, Gennie Pacheco, Michelle Antonicic and Danielle Hackworth, joined together with lists of families that have utilized the services that the Rancheria Community Services, Health Clinic and Head Start provide. There is such a need in the community that we are not able to provide a table to all the families that need assistance. This year there were over 270 people that came and enjoyed the festivities and next year we will invite new families.

This Christmas Party includes; a traditional holiday meal, a family photo with Santa Clause and the cutest little elves you ever saw. We provide raffle items such as a Wii system, a Play Station 3, a bike for a boy and a girl and other raffle items. Each child also received a gift card.

In the spirit of giving and sharing with those less fortunate we received in our hearts the true meaning of the holidays. Lauri Hayward got on the microphone and expressed to everyone how important they are to the Redding Rancheria. Family, community and friendship are the strengths of this community. It was a joy to see the families laughing, loving and having this time together.

Joe Ross



Redding Rancheria

Member's Christmas Party

The Redding Rancheria Tribal Member Christmas party was held on December 11th and was held at the Win-River Casino Event's Center. Thank you to all of you who came to celebrate with us. It was the most attended Christmas party yet. The evening started with an opening prayer from James Hayward, Sr., and was full of fun, food and entertainment. It is always so much fun getting to see and celebrate with the Members.





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Ki-Het-Ti-Ma-Tay
Sounds in the wind

Hestum

Redding Rancheria News

Ancestral Run

In 1993, a handful of runners set out on a journey. This journey was to run from the base of the great Yet-AhKo (Mt. Shasta) to their destination Yet-Tetana (Mt. Lassen). The runners ran across the same path, the same land their ancestors had traveled before them. Each runner received blessings and prayers from their Ancestors and they, in turn, prayed for the future of their people.

This year, there were over 150 runners that participated in the run. Pit River, Wintu, Yana, Karuk, Pomo, Shasta, Choctaw, Chichimeca. Indigenous people from Washington and Southern California came to carry and pray with the Eagle staff that is carried throughout the run. As the runners came to camp at Mt. Lassen they were welcomed by family and friends cheering them on, encouraging them to carry a message for the next generation. A circle around the fire of all the runners would bring honor to them. Each runner shared who they were, where they were from and a personal message of why they run. It was moving.

The rest of the weekend was spent with family and friends. Everyone shared meals, stories, and ceremony and we honored our elders, for their wisdom. Dancers came from all around the area and state and held special dances late into the night.

A special blessing, to all those that work so hard on putting this Annual Ceremony together for Our Relations. You know who you are. We look forward to and anticipate this time of prayer and tradition for next year.

Louise Davis
Redding Rancheria Cultural Resources Dept.



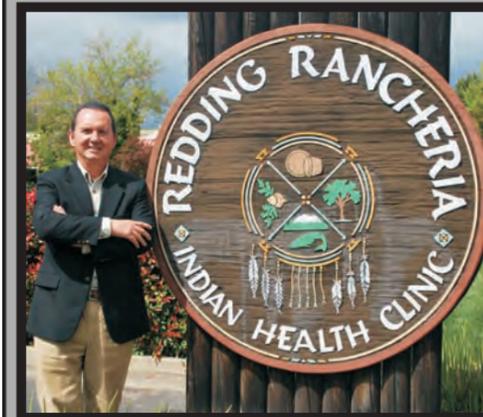
Supervisor Training

On Tuesday August 24th and Wednesday August 25th, Win-River Casino invited its supervisory team members to participate in its annual Supervisor Leadership Development Training. For this year's training, supervisory team members were transported to Paradise, CA to take part in a high ropes course. Throughout the training, supervisory team members were challenged to overcome the many obstacles of the course by joining together to provide support to one another and exemplifying teamwork at its highest levels. Through their incredible display of courage and willingness to overcome, each team member was able to take their skills to the next level. The supervisors all provided appreciation, recognition, and encouragement to each other, therefore empowering everyone in the group to honor commitments that they had made to themselves.

Chris Crazca



Electronic Health Records is a success



Ron Sisson
Senior Director of Health Services

The Redding Rancheria Indian Health Clinic successfully implemented our new Electronic Health Record (EHR) in the Medical Department on August 3, 2010.

The clinic's transformation from paper charting to electronic charting is now a reality and is clearly the most significant change in health care delivery in the clinic's history. This change was mandated by the federal government and third party payers who required clinics and hospitals to transition from paper driven billing systems to electronic based systems. The clinic relies on the revenue from third party billing to maintain and enhance services vital to the Native American community.

To minimize the impact on our patients, Jim Miller from our billing department was appointed Project Manager due to his expertise in NextGen software and Dr. Debbie Lupeika was selected as the Physician Champion. Their roles, for the past two years, have been to prepare for this transition by training on the new software system and

developing workflow processes. The providers at the clinic have been training on the new software they will be using in the exam rooms for the past few months in preparation for this transition.

The next time you visit the clinic for your health care needs, the biggest difference you will notice will be in the exam rooms where we have installed computers for the providers to do what is called "point-of-care" documentation with patients. The computers replace the old paper charts that were used by your health care provider to document your patient visit. The goal of our new electronic charting system will eventually enhance your experience at the clinic. These enhancements include reducing turn-around time for telephone messages to be returned and medication refills to be processed. We also look forward to an improved delivery of comprehensive patient care and integrated health care access through the electronic documentation of your health care history.

We estimate that it will take approximately three months before we will return to our normal patient care visit rates. However, as each patient is seen, their chart will become electronic and over time, patients will notice an improved level of care and improved access to their provider(s).

We thank you for your patience during this implementation process and look forward to a time when our new electronic "point-of-care" system is fully operational and it's benefits are realized by our patients and their families.

If you have any questions about the medical Electronic Health Record project, please ask us. Change is constant and we want to make sure we are providing the best medical care to our patients so we must also change with the rest of the health care industry to ensure we continually improve services to our most important patient, you.



Ron Sisson



Redding Rancheria

Youth Awards Banquet

This year the Education Department hosted its 8th annual Education banquet. The Banquet provides the special opportunity to acknowledge and encourage academic achievements as well as extracurricular involvement of the members. There are several categories for which the youth are recognized: Grade point average, grade improvement, grade maintenance, attendance, awards received, extracurricular activities and various graduation benchmarks. The coveted "Student of the year Award" is presented to three students who excel in two or more of the above categories.

The department is proud to announce that over 60 youth received recognition awards this year. Midway through the program, the audience became entirely quiet as Andrew Billy came forward to play several songs, which he had learned on the keyboard and wished to share. The music was beautiful and everyone was equally impressed to learn that one of the pieces played was written by him.

This special evening concluded as James Hayward Sr, an honored elder and cultural director for the Tribe, presented the High School graduates with a beautiful plaque which displays an inspirational message and an Eagle feather, as a reminder to always look to the future.

The Banquet is one of the year's highlights and is a great opportunity for friends and family to come together in supporting our future leaders. I will end by saying what is always stressed at the end of each Banquet "Turn in those report cards".

JoAnn Turmel



Redding Rancheria

Welcomes new judge



Judge Blake was sworn in at a General Council meeting on August 30, 2010. Please welcome Judge Blake to the Redding Rancheria.

The Redding Rancheria Tribal Council is excited to introduce the new Judge of the Redding Rancheria Tribal Court. Judge Richard Blake was selected from a pool of applicants to serve a 4 year term for our Court.

Judge Blake is a member of the Hoopa Tribe and has served as a tribal court judge for the Hoopa Tribal Court for 8 years. We are looking forward to Judge Blake and his ideas to continue to advance the interests of the Redding Rancheria Tribal members through our Tribal court. Redding Rancheria Tribal Court convenes monthly or on an as-needed basis to handle the present cases. We are currently serving the needs of children in Indian Child Welfare cases and employment matters. We are looking forward to expanding the services of the Tribal Court under Judge Blake's direction.



Tracy Edwards

Substance Abuse Department



Joe Ross
Substance Abuse
Counselor

I remember a time when I was little, I talked with mom about an upcoming Christmas and how I was so excited that I couldn't wait for it. It seemed like time just stood still. Mom said to me in one of those relaxed soft motherly voices "it will come soon enough". She said "Don't wish time away as you get older time would fly by." She was right.

This year has passed so fast it seems like a blur. Already the Community Services Department is looking at planning the upcoming Christmas Party. Yep! That's right. I said Christmas. Next week it will be September. I wonder, what happened to this year? Where did it go?

Upcoming events for the Community Services Department are;
Sept-1st To Sacramento for "Recovery Happens" on the steps of the Capitol building
Oct 1st and 2nd Members Conference
Dec. 14th Community Services Christmas Party

Always busy, always active, keeps us looking at the future. But, let's not forget to live in the moment. Live each day and make it the best that we can. Slow down and enjoy the life that we have. I was babysitting my granddaughter the other day, watching her play with her toys. She was so in the moment. She had no worries, no problems, at least in that moment. Let's be more like a child and enjoy it....each moment.

Joe Ross

Evidence Based Medicine-How does this impact Patient Care at the RRIHC?



Terry Lerma
Pharmacy Director

There are a multitude of significant changes underway at the RRIHC Pharmacy that is being fueled by Evidence Based Medicine. This term has been adopted by virtually all facets of Medicine in an effort to redesign how we endorse and practice medicine.

The term "Evidence Based Medicine" seems to convey a rather straight forward meaning, that we should practice Medicine that is based upon credible evidence. Dr. David Sackett MD writes that Evidence Based Medicine is "the conscientious, explicit and judicious use of current best evidence in making decisions about the care of the individual patient. It means integrating individual clinical expertise with the best available external clinical evidence from systematic research."

However, the provision of medical care in the United States has never really been this simple. We live in an era where pharmaceutical companies, commercialism, lobbyists, the NASDAQ/NYSE, Congressional bills and endorsements, and a myriad of other extrinsic factors all influence the manner in which medical care is perceived, endorsed, and practiced.

At the RRIHC, we are redesigning our medication formulary (i.e.: all medications currently available for our patients at our pharmacy, and prescribed by our health care providers) based upon the principles of evidence based medicine. We are essentially reviewing the latest clinical literature (statistically powered clinical trials) in an effort to identify the best medicinal agents within each class. Within each medication class there are multiple agents, some long acting (dosed) once daily, some shorter acting (dosed two to three times daily). The goal at hand is to identify those agents that demonstrate superior clinical efficacy compared to other agents within the same class, and utilize the form that is long acting preferably in order to simplify the patient regimen (Once daily dosing as opposed to twice daily dosing)

For the past several months the Medical and Pharmacy staff has collaboratively evaluated our medication formulary in an effort to standardize and enhance the level of medical care offered to our patients at the RRIHC.

You may notice that medications you have previously received are in the process of being changed. The reason for these changes is to provide you with the best possible medical care. We are identifying the best therapeutic selections within each medication class, and removing others from our formulary. We are also attempting to utilize long acting agents (those dosed once daily) versus those doses multiple times each day, in an effort to simplify patient regimens and overall patient compliance with their respective medication regimens.

It is our hope that after 12 month's time, we will have updated our entire medication formulary with the best known agents within each medication class. As we review these medications, we are taking care to also target medications that are frequently associated with medication errors. An example would be medications which are available as immediate release, sustained release, and extended release formulations. Many of these have the same strength, but differ in terms of once, twice, and four times daily dosing.... (Wellbutrin & Depakote)

Please be patient and understanding with these changes. Bear in mind that what is fueling these changes is a desire from your Medical and Pharmacy Team to provide you with the best medications available. It is our hope that we will ultimately simplify your medication regimen, decrease undesired side effects, and improve your therapeutic outcome by practicing evidenced based medicine.

To Your Health!
Dr. Terry Lerma

Public Relations Director Maria Orozco wins Dancing with the Stars



Once again, the Redding Rancheria has shown that we know how to put on our dancing shoes. Our very own, Maria Orozco, was crowned the champion of the 2010 "Dancing With the Stars, Shasta County". Not only did she win the award for raising the most money, over \$17,000, but she won the coveted judges' award. The local judges who are experts in the dancing field, selected Maria as the top score earner and therefore the winner. She scored a perfect score of "30" on her first dance, a quick step with all 3 judges scoring her a "10". She would go on to perform her second dance, a freestyle, to win the crown. The Shasta County Women's Refuge has held this event for 4 years now and all the proceeds from ticket sales and "votes" for the dancers go to the Women's Refuge for their various programs for families in need. The Redding Rancheria has been a big sponsor of the Women's Refuge for many years and supports the great work that they do.

Tracy Edwards



Save the Dates

| | | |
|---|---|---|
|  A dult Tribal Member Christmas Party December 11th | K ids Tribal Member Christmas Party December 15th | E mployee Christmas Party December 17th |
|---|---|---|

Redding Rancheria

2010 Redding Rancheria Employee Appreciation

On Wednesday, July 28th, the Redding Rancheria celebrated its Employee Appreciation Day at Waterworks Park. The evening had food, music and water rides. Thank you so much for being a part of the Redding Rancheria Family. Thank you to Josh Sandbloom for the music!! We are very lucky to have such wonderful employees that keep this place running everyday and it is because of them that we get to celebrate like this every year!! Keep up the great work everyone!!

Maria Orozco



Recognition

Employee of the Month



July
Jim Miller

He has excelled at working with all the various personalities. He has maintained a smile on his face and continued to be open to new ideas or suggestions. He has dedicated himself to the clinic and is available at all times to help. We are lucky to have such a dedicated and wonderful person here at the Rancheria. He has been staying late and coming in early and on the phone for hours getting everything set up so that it will run smooth when we go live (EHR). He has been giving up a lot of his personal time to make this happen (EHR). His dedication to detail has made him a major contributor in the billing department.



August
Morgan Watkins

Morgan is always a team player and is always available to help when you ask. She helps not only her department but many others. Morgan has stepped up and taken on some of the duties that others could not fully take on. Her help, her patience, and sense of humor are always appreciated. Morgan always has a smile on her face and is more than willing to help others. She goes the "extra mile" to ensure things are taken care of and followed through. Dedication is Morgan's number one trait that makes her so valuable to the tribe. She takes her job very seriously making sure people are assisted in a courteous and professional manner. Morgan does an excellent job sending out communications on behalf of the Human Resources Department and puts a personal touch on communications that adds value and increases the chance that it will be read. The HR Department went through a lot of changes this year, and Morgan stepped up in all aspects to assist in getting the job done.

Take on the rapids

This year's youth leadership got off to a great start with 30 youth attending the two day kick-off in June. The opening sessions included: A tour of the businesses and properties, Tribal council procedures, investment strategies, Tribal civics and successful attitudes.

As part of the kick-off, the group spent a day of white water rafting on the Trinity River. The run was a perfect blend of adventure and beauty. No one escaped the water gun siege and even the youngest of the group did not hesitate to scale "The Rock" and hurl themselves into the water. The day was mixed with fear and excitement as we all anticipated the dreaded "Devil's drop". Memories were made this day as, one by one, the rafts plummeted into the churning water and, one by one...all emerged...everyone soaking wet and screaming with laughter. "We made it!"

As the group continued down river, all eyes were drawn to the sky, as an eagle soared effortlessly over head. The moment of silence was soon broken as several youth made a worthwhile attempt to dunk one of the adults. Needless to say, they were unsuccessful.

As the day ended, we gathered for a group photo, loaded up the vehicles and made our winding way back home.

We are extremely excited at the strong turn out and look forward to another great year of working with the youth.



JoAnn Turmel



Member's Upcoming Birthdays

September Birthdays

- Christopher Hart 9/6
- Rachelle Pimentel 9/8
- Trevor Shepherd 9/10
- Ana Hackman 9/11
- Shanda McCain 9/17
- Tracy Edwards 9/18
- Andrew Billy 9/23
- Charlee Carman 9/25
- Cupy Dominguez 9/26
- William Keluchie 9/26

October Birthdays

- Aiyonia Alonso 10/1
- Miranda Edwards 10/4
- Koda Sanchez 10/4
- Riley Hayward 10/9
- Bradley Smith 10/9
- Antony Thetford 10/10
- Susan Pizano 10/13
- Brandon Foreman 10/15
- Breanna Foreman 10/15
- Savannah Edwards 10/18
- April Rehnblom 10/21
- Joshua Croft 10/22
- Glen Hayward 10/23
- Michael Kelly 10/25
- Barbara Murphy 10/28
- Tatum Sanchez 10/28
- Noe Pizano 10/30



Redding Rancheria welcomes new hires



Don Hayward
EPA Manager



Tara Harvey
Water Technician



Kristine Sherwood
Tribal Receptionist



PUBLIC RELATIONS E-NEWSLETTER

On Wednesday, July 28th the Redding Rancheria celebrated its Employee Appreciation Day at Waterworks Park. The night had food, music and water rides. Thank you so much for being part of the Redding Rancheria Family.....Thank you Josh Sandbloom for the music!!



Brought to you by:
Maria Orozco
Tacey Watkins
Melodie Honey



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Redding, CA 96001



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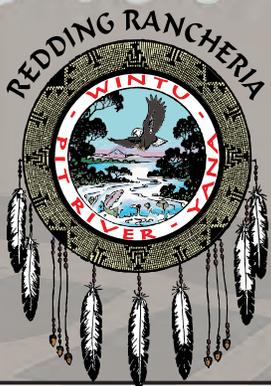


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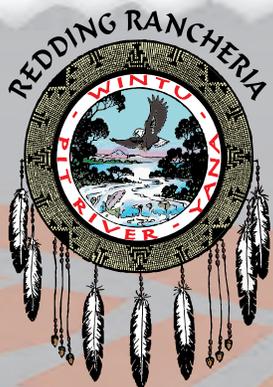


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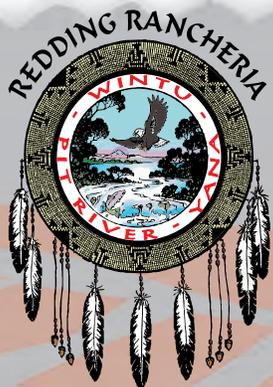


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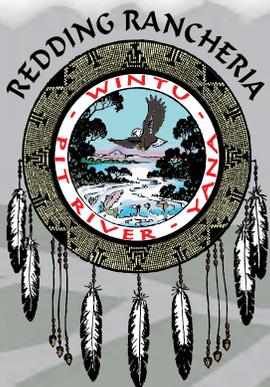


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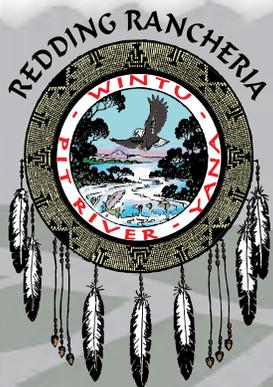


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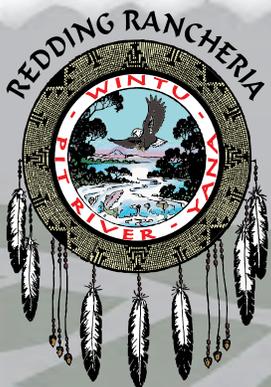


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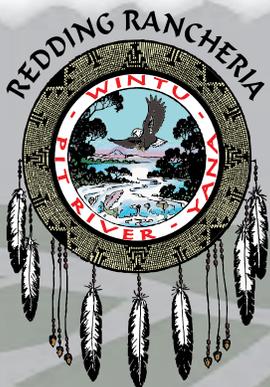


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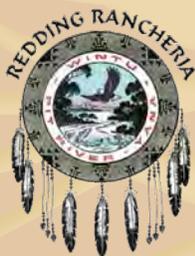


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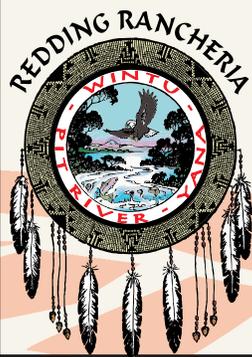


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