



The Parents' Guide to T LEVELS

2023-2024

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What are T Levels?

T Levels are a new sixth form qualification introduced in 2020, so we're digging deep and finding out what they're all about and what kind of students they might suit. Read on to see whether T Levels could be the best choice for your teen or, if you'd like to know about all options after GCSE, check out

The Parents' Guide to Post 16
Options.

T Levels have been developed with employers and businesses to ensure they meet both industry needs to help bridge the UK skillsgap as well as preparing students for working life. One T Level is equivalent to three A levels and the course lasts for two years. T Levels involve a mix of classroom learning (about 80% of the course time) and practical experience (about 20% of the course time) including

a 45 day on-the-job placement in a genuine business. Afterwards, students may go on to university, alternative higher education, another job, an apprenticeship or they may be offered an opportunity with the company where they were placed.

T Levels are a vocational alternative to A levels (because they focus on industry) and include practical study as well as classroom learning. They differ from apprenticeships because the study and working time is reversed. Unlike BTECs, T Level courses were developed with businesses and offer an industry placement. Vocational (technical) qualifications at level three such as BTECs are currently subject to a review which aims to streamline the number of qualifications available. Many of these existing qualifications will be phased out.

Useful links \kappa

T Levels official website

Department for Education The Parents'
Guide to Post 16
options

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What subject choices are there?

Available now:

Agriculture, environmental and animal care

 Agriculture, Land Management and Production

Business and administration

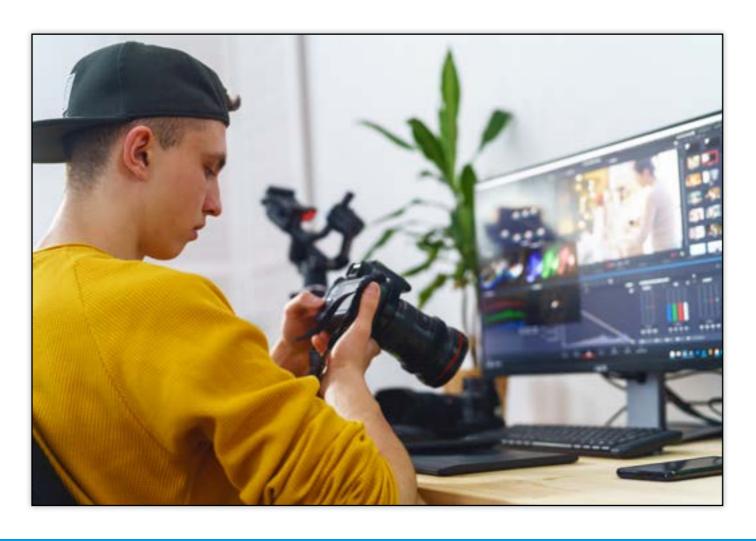
Management and Administration

Construction

- Building Services Engineering for Construction
- Design, Surveying and Planning for Construction
- Onsite Construction

Digital

- Digital Business Services
- Digital Production, Design and Development
- Digital Support Services



Engineering and manufacturing

- Design and Development for Engineering and Manufacturing
- Maintenance, Installation and Repair for Engineering and Manufacturing
- Engineering, Manufacturing, Processing and Control

Education and early years

Education and early years

Health and science

- ▶ Health
- Healthcare Science
- Science

Legal, finance and accounting

- Accounting
- ▶ Finance
- Legal Services

Available from September 2024 onwards:

- Animal Care and Management
- Catering (start date to be confirmed)
- Craft and Design
- Hairdressing, Barbering and Beauty Therapy
- Media, Broadcast and Production

For detailed information on T Level subjects, including what your teen could study in each course and where it may lead to next, we've created a handy 'T Level subjects' table, which you can find at the end of this guide, starting on p24.

Useful links \kappa

Gov UK T Level subjects

Department for Education

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What's involved and where might it lead?

Passing a T Level will demonstrate the following:

- an approved technical qualification specific to the chosen industry area with compulsory elements and, in some cases, optional specialisms;
- an industry placement in their chosen industry area (equivalent to at least 45 days, usually offered as a single day over a period of weeks or a concentrated block, but may be another combination);

a minimum standard in English and maths (if this had not already been achieved before starting the T Level).

Students receive a nationally recognised grade and a breakdown of their achievements on the course, including how they did on their work placement. If they don't pass all elements of their T Level, they'll receive a T Level statement of achievement outlining what has been completed.

Confused by'

Confused by'

What can they do after?

T Levels offer a broad range of further opportunities after sixth form, including:

- university;
- alternative further education;
- > apprenticeships;
- jobs from related industries;
- job from their placements.

This means that students with a T Level qualification can go on to study for a degree, a related higher level apprenticeship, take a different course or go straight into a job.

Alternatively, they can go on to a higher level education or work in a non-related field if, during the course of study, they didn't enjoy their industry specialism and want to take a different path.

University and UCAS¹

To help T Level students progress into higher education, UCAS tariff points are allocated to the overall T Level grade.

T Level grades offer the following UCAS points (noted with A level equivalents).

Confused by October to learn Click here to learn	UCAS TARIFF POINTS	T LEVEL GRADE	A LEVEL EQUIVALENT
Click here more	168	Distinction*	AAA*
Ü	144	Distinction	AAA
	120	Merit	BBB
	96	Pass - grade C or above on the core	ccc
	72	Pass - grade D or E on the core)	DDD

Useful links \kappa

An introduction to T Levels

Alternative options to T Levels

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¹ Not all universities accept T Levels for entry, so it is important to check the course and university entry requirements if your teen has a specific university they'd like to attend after sixth form.





Qualifications needed to take T Levels

Individual courses need to be checked, but generally students need 5 GCSEs (graded 9-4) including English and maths.

What if my teen doesn't have the right qualifications?

For teens that don't have the necessary skills to go straight to T Level, they can take the T Level Transition Programme – a one year course after GCSE to prepare them for the subject they would like to study.

The programme introduces knowledge and skills in the student's chosen subject area and includes work experience to provide a better understanding of the workplace.

The course also provides wider preparation and support for progression onto a T Level.

For students who have not yet passed their Level 2 in English and maths, the course includes guided study to help them achieve this level.

Like T Levels, the programme is being introduced in phases and is currently available in selected education and training providers, with plans for wider rollout over the next few years.

Click here for more information on T Level Transition Programme providers

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Are T Levels the right choice for my child?

It could be easy to discount T Levels as a credible sixth form choice because they're new and haven't been tried and tested. However, their recent development with input from businesses means they are tailored to meet existing industry needs much more directly than other generic qualifications and this is likely to appeal to future employers.

Advantages of taking T Levels

T Levels broaden the study choices for 16 years olds. They can offer a clear path to employment although, should your teen start the course and realise that industry or specialism it is not for them, there are still plenty of options for them to continue higher education or get work in a

different industry once the T Level is complete. They are ideal for students who enjoy learning through practical experience and real-life situations.

Where can my teen study T Levels?

T Levels are currently only available in England. There are around 450 providers and these are increasing year on year Not all providers offer all T Levels. Many providers are colleges because of the technical nature of the studies and extra equipment needed. It's worth remembering that whilst colleges are specialists in providing education tailored to sixth formers, students do need to be comfortable with independent study to benefit from what's on offer.

Click here to find what T Levels are available near you. You'll need to enter your postcode.



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What if T Levels don't seem right for my child?

Don't worry! If T Levels don't seem right for your teen, there are lots of other options so they're bound to find something that takes them on the right pathway, suits their study style and that they find interesting.

A levels/AS levels/ Baccalaureate

An in-depth study of specialist subjects over two years with an examination at the end to test knowledge. Learning mostly takes place in the classroom.

BTEC Nationals

Study takes place over a two year period and is a combination of both practical and theory. Knowledge is tested through course work and a final examination (comprising 40% of the total grade).

Other technical qualifications

Other qualifications available include Cambridge Technicals, City and Guilds, National Vocational Qualifications and Tech Bac (similar to the International Baccalaureate).

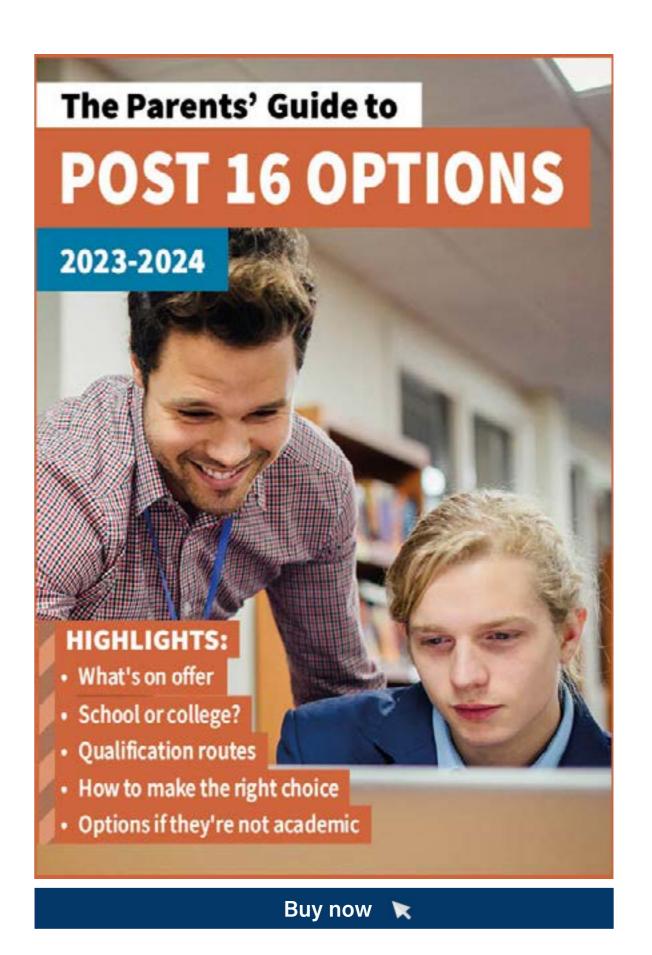
They are vocational driven courses – i.e. centred around jobs and are well suited to students who know what type of job they want to do when they leave education or who prefer a more practical working style but still want to include classroom learning in their education.

Apprenticeships

Apprenticeships are real jobs in the workplace which include learning elements (that might take place at university, college or an education provider). Apprenticeships were developed to help address the skills shortage in UK businesses. Sixteen year olds can start an apprenticeship at Level 2.

Find out more

If you're interested in finding out more about all the options your teen has after 16, which qualifications might suit them better and why choosing where to study could make a big difference, it's all in *The Parents' Guide to Post 16* options.



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The industry placement

A fantastic element of T Levels is the 45 day industry placement – a real job in a genuine business. Sometimes this is offered in one block (45 consecutive days), sometimes as one day each week, or it can be other combinations that suit the company.

This first-hand work experience is hugely beneficial to students, enabling them to get a feel for what it's like in the world of work and

whether they like the industry sector they've chosen – it's not too late to make a change post-18 if they don't! The placement can result in some students being offered jobs after they've completed their T Level and for those going on to higher education after sixth-form, their work experience will be impressive on their personal statement or other education application.



Getting all important transferable skills

Businesses really value transferable skills (sometimes called soft skills) because they are essential to running a business well. Soft skills are developed through practical experience (such as in hobbies and sports) or in the workplace. Examples include Communication (being able to express complex ideas simply), Leadership (motivating and inspiring others to take action) and Teamwork (collaborating with others to achieve joint objectives). Transferable skills are not industry specific and have equal worth in different job types, which means students that develop a strong set of transferable skills have more opportunities to switch between different sectors to find the roles and industry that suits them best - giving them more options to find a job they are good at and enjoy.

Why do businesses offer industry placements to students with no experience?

Businesses sign up to offer industry placements matched to where their expertise aligns with the T Levels available. This gives businesses an opportunity to:

- discover new talent
- take on apprentices or employees who they know personally through the placement
- avoid costs of recruiting through agencies
- get new ideas from young people
- get extra help in their business

Payment

Businesses aren't legally obliged to pay students during their industry placement, although some may choose to do so.

Useful links \kappa

YouTube
Watch what others
have to say

Industry placements

More about skills

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Summary

T Levels are an exciting new option in sixth form education that provide a recognised qualification tailored to industry needs and skills. It's a great choice for students that want to learn practical skills relevant to certain jobs, regardless of whether they want to go on to study for a degree, take alternative further education or go straight into the workplace after sixth form.

T Levels are a good choice for students that aren't interested in theory but want to learn what they'll need to know in the workplace and want to understand what businesses need to address to be successful. Getting 45 days' first-hand experience in a real job will give them an advantage in whatever they chose to do after sixth-form, whether that's continuing with higher education or entering the world or work.

Found this guide useful?

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Support articles

You may be interested in:

- I. Helping your teen find work experience
- 2. Teach your teen the skills to study effectively
- 3. Stressed out teen? 10 ways to reduce stress instantly
- 4. Why starting a business helps develop transferable skills
- 5. Ways to keep your teen safe online

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T Levels - what's available?

The information in this table is summarised from the Gov UK/T levels website. Do check the website regularly for the latest course content.

SUBJECT	WHAT WILL THEY LEARN?	OPTIONAL EXTRAS	WHAT'S NEXT?
Accounting	 Mandatory modules include: ✓ fundamentals of financial accounting – an understanding of elementary financial principles, concepts and practices and how this content links to relevant accounting, bookkeeping, and business mathematics requirements ✓ professionalism and ethics - an understanding of professional conduct and responsibilities in the workplace and ethical dilemmas for the individual, organisation and professional ✓ data driven innovation and analytics and design thinking – an awareness of key requirements of a data governance framework and understand the main contemporary visualisation tools and when they are best used to support decision making 	The specialism available in the T Level in Accounting is Assistant accountant.	This course is suitable for anyone interested in a career in accounting. Career options might include working as an accounts clerk, assistant accountant, assistant accountant, payroll administrator or corporate recovery analyst.
Agriculture, Land Management and Production	Mandatory modules include: ✓ sustainability, including environmental legislation, sustainable development, climate change and waste management principles ✓ the principles of biosecurity ✓ employment rights and responsibilities and progression opportunities within the sector ✓ ethical principles ✓ the supply chain and principles of stock management ✓ business organisations, enterprise skills and project management ✓ characteristics protected by equality legislation ✓ communication ✓ principles of customer care ✓ finance ✓ health and safety ✓ information and data	One of the following specialisms: ✓ crop and plant production ✓ florestry ✓ land-based engineering ✓ livestock production ✓ ornamental horticulture and landscaping ✓ tree and woodland management and maintenance	This course is suitable for anyone wanting a career in the agriculture, land management and production sector. Career options might include working as a farmer, landscaper, arborcultural officer, countryside ranger or agricultural technician

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SUBJECT	WHAT WILL THEY LEARN?	OPTIONAL EXTRAS	WHAT'S NEXT?
Building Services Engineering for Construction	Mandatory modules include: / health and safety / the science behind building design, surveying and planning / making accurate and appropriate measurements / construction methods / building regulations and standards / data management and information standards in construction / relationship management and customer service / how the Internet of Things (IoT) impacts construction / mathematical techniques to solve construction problems / construction design principles and processes / the construction industry and its role in the economy / sustainability and the environmental impact of construction / business, commerce and corporate social responsibility / Services engineering specialisms: / building services engineering systems / maintenance principles / tools, equipment and materials	One of the following specialisms: delectrical and electronic equipment engineering electrotechnical engineering gas engineering protection systems engineering plumbing and heating engineering heating engineering and ventilation refrigeration engineering and air conditioning engineering	Ideal for anyone wanting a career in construction, specifically in areas such as electric installation and maintenance, plumbing or heating.
Design, Surveying and Planning for Construction	Mandatory modules include: / health and safety / the science behind building design, surveying and planning / making accurate and appropriate measurements / construction methods / building regulations and standards / data management and information standards in construction / relationship management and customer service / how the Internet of Things (IoT) impacts construction / mathematical techniques to solve construction problems / construction design principles and processes / the construction industry and its role in the economy / sustainability and the environmental impact of construction / business, commerce and corporate social responsibility topics specific to design, surveying and planning, including: / project management / budgeting and resource allocation / procurement / risk management	One of the following specialisms: ✓ surveying and design for construction and the built environment ✓ civil engineering ✓ building services design ✓ hazardous materials analysis and surveying	Ideal for anyone wanting a career in construction, specifically in surveying and design, civil engineering, building services design, or hazardous materials surveying. Students can progress into roles such as: civil engineering technician engineering construction technician technician architectural technician building technician

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SUBJECT	WHAT WILL THEY LEARN?	OPTIONAL EXTRAS	WHAT'S NEXT?
Design and Development for Engineering and Manufacturing	 Mandatory modules include: ✓ working within the Engineering and Manufacturing Sectors – an understanding of how materials, conditions and context influence design processes and products ✓ essential mathematics for engineering and manufacturing – a knowledge and understanding of mathematics including standard matrices and determinants and standard trigonometry ✓ materials and their properties – understanding material processing techniques and their effects on materials and material quality, the condition of materials, how these are managed, and materials testing methods and techniques ✓ business, commercial and financial awareness - basic commercial principles including commercial priorities and markets, customers/clients/partners and resource allocation 	One of the following specialisms: ✓ Mechanical engineering ✓ Electrical and electronic engineering ✓ Control and instrumentation engineering ✓ Structural engineering	This course is suitable for anyone interested in a career in design and development for engineering and manufacturing. Career options might include working as a mechanical design engineer, 3D printing technician or manufacturing design engineer.
Digital Business Services	Mandatory modules include: / how digital technologies impact business and market environment / the ethical and moral implications of digital technology / using data in software design / using digital technologies to analyse and solve problems / digital environments, including physical, virtual and cloud environments / legal and regulatory obligations relating to digital technologies / the privacy and confidentiality of personal data / the technical, physical and human aspects of internet security / planning digital projects / testing software, hardware and data / digital tools for project management and collaboration All students will develop the knowledge and skills of a data technician: / sourcing, organising and formatting data for analysis / blending data from multiple sources / analysing data to support business outcomes / interpreting data and communicating the results / discovering, evaluation in applying sources of knowledge	None	Suitable for anyone wanting a career in IT, specifically in areas such as IT solutions or data analysis.

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SUBJECT	WHAT WILL THEY LEARN?	OPTIONAL EXTRAS	WHAT'S NEXT?
Digital Production, Design and Development	Mandatory modules include: / how digital technologies impact business / the ethical and moral implications of digital technology / using data in software design / using digital technologies to analyse and solve problems / digital environments, including physical, virtual and cloud environments / emerging technical trends, such as Internet of Things (IoT), Artificial Intelligence (AI), Augmented Reality (AR), Blockchain, 3D printing / legal and regulatory obligations relating to digital technologies / the privacy and confidentiality of personal data / the technical, physical and human aspects of internet security / planning digital projects / testing software, hardware and data / digital tools for project management and collaboration They will develop the skills to: / analyse a problem, understand user needs, define requirements and set acceptance criteria / design, implement and test software / change, maintain and support software / work collaboratively in a digital team / discover, evaluate and apply reliable sources of knowledge / work within legal and regulatory frameworks when developing software	None	For anyone wanting a career in software production and design. Students can progress into roles such as: • web developer • web designer • IT business analyst • Software developer • Digital marketer • Computer games developer
Digital Support Services	Mandatory modules include: ✓ how digital technologies impact business and market environment ✓ the ethical and moral implications of digital technology ✓ using digital technologies to analyse and solve problems ✓ digital environments, including physical, virtual and cloud environments ✓ legal and regulatory obligations relating to digital technologies ✓ the privacy and confidentiality of personal data ✓ the technical, physical and human aspects of internet security ✓ testing software, hardware and data ✓ digital tools for project management and collaboration They will also learn about topics specific to digital support services, including: ✓ roles within the digital support services sector ✓ communication in digital support services ✓ fault analysis and problem resolution	One of the following specialisms: ✓ digital infrastructure ✓ network cabling ✓ digital support	This course is suitable for anyone wanting a career in digital infrastructure and support. Career options might include becoming an infrastructure technician or a role in IT support.

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SUBJECT	WHAT WILL THEY LEARN?	OPTIONAL EXTRAS	WHAT'S NEXT?
Education and Childcare	Mandatory modules include: ✓ understanding the education and childcare sector from ages 0 to 19 ✓ child development ✓ how to support children and young people's education ✓ safeguarding, health and safety and wellbeing ✓ understanding and managing behaviour ✓ observing and assessing children and young people ✓ equality and diversity ✓ special educational needs and disability ✓ English as an additional language ✓ working with parents, carers and wider families ✓ reflective practice and other forms of professional development	One of the following specialisms: ✓ early years education and childcare ✓ assisting teaching	For anyone wanting a career in early years education, childcare or assisting teaching. Students can progress into roles such as: • nursery worker • teaching assistant • learning mentor • special educational needs teaching assistant
Engineering, Manufacturing, Processing and Control	 Mandatory modules include: ✓ working within the Engineering and Manufacturing Sectors – an understanding of how materials, conditions and context influence design processes and products ✓ essential mathematics for engineering and manufacturing – a knowledge and understanding of mathematics including standard matrices and determinants and standard trigonometry ✓ materials and their properties – understanding material processing techniques and their effects on materials and material quality, the condition of materials, how these are managed, and materials testing methods and techniques ✓ business, commercial and financial awareness - basic commercial principles including commercial priorities and markets, customers/clients/partners and resource allocation 	One of the following speciaisms: fitting and assembly technologies machining and toolmaking technologies composites manufacturing technologies fabrication and welding technologies 	This course is suitable for anyone interested in a career in maintenance, installation and repair for engineering and manufacturing. Career options might include working as an aerospace engineering technician, materials technician, blacksmith, welder or in machining or fabrication.
Finance	 Mandatory modules include: ✓ the business environment – a general understanding of business models, tax laws, fundamental business principles and drivers for change ✓ fundamentals of financial accounting – an understanding of elementary financial principles, concepts and practices and how this content links to relevant accounting, bookkeeping, and business mathematics requirements ✓ professionalism and ethics - an understanding of professional conduct and responsibilities in the workplace and ethical dilemmas for the individual, organisation and professional ✓ data driven innovation and analytics and design thinking – an awareness of key requirements of a data governance framework and understand the main contemporary visualisation tools and when they are best used to support decision making 	One of the following specialisms: ✓ retail and commercial banking analyst ✓ investment banking and asset and wealth management analyst ✓ insurance practitioner ✓ financial compliance/risk analyst	This course is suitable for anyone wanting a career in finance. Career options might include credit controller, bank manager, mortgage adviser, insurance underwriter, or pensions administrator.

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SUBJECT	WHAT WILL THEY LEARN?	OPTIONAL EXTRAS	WHAT'S NEXT?
Health	Mandatory modules include: ✓ working within the health and science sector ✓ health, safety and environmental regulations ✓ managing information and data ✓ principles of good scientific and clinical practice ✓ core science concepts including the structure of cells, tissues and large molecules, genetics, microbiology and immunology ✓ They will also learn about topics specific to health, including: ✓ understanding the healthcare sector ✓ providing person-centred care ✓ supporting health and wellbeing ✓ infection prevention and control	One of the following specialisms: supporting the adult nursing team supporting the midwifery team supporting the mental health team supporting the care of children and young people supporting the therapy teams dental nursing 	This course is suitable for anyone wanting a career in health and healthcare. Career options might include working in a midwifery team, as an ambulance support worker, dental nurse, or pallative care assistant.
Healthcare Science	Mandatory modules include: ✓ working within the health and science sector ✓ health, safety and environmental regulations ✓ managing information and data ✓ principles of good scientific and clinical practice ✓ core science concepts including the structure of cells, tissues and large molecules, genetics, microbiology and immunology ✓ They will also learn about topics specific to healthcare science: ✓ understanding the healthcare science sector ✓ providing person-centred care ✓ infection prevention and control ✓ good scientific practice	One of the following specialisms: ✓ assisting with healthcare science ✓ optical care services	This course is suitable for anyone interested in a career in health or science. Career options might include working as a clinical analys, radiography assistant, sterile services technician or healthcare science associate.
Onsite Construction	Mandatory modules include: ✓ health and safety ✓ the science behind building design, surveying and planning ✓ making accurate and appropriate measurements ✓ data management and information standards in construction ✓ relationship management and customer service ✓ how the Internet of Things (IoT) impacts construction ✓ mathematical techniques to solve construction problems ✓ construction design principles and processes ✓ the construction industry and its role in the economy ✓ sustainability and the environmental impact of construction ✓ business, commerce and corporate social responsibility	One of the following specialisms: v bricklaying v carpentry and joinery plastering painting and decorating	This course is suitable for anyone wanting a career in construction, specifically in bricklaying, carpentry and joinery, plastering or painting and decorating. Career options might include becoming an advanced site carpenter or joiner, or a construction assembly and installation operative.

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SUBJECT	WHAT WILL THEY LEARN?	OPTIONAL EXTRAS	WHAT'S NEXT?
Legal services	Mandatory modules include: ✓ the business environment ✓ careers within the legal profession ✓ regulation ✓ professionalism and ethics ✓ security and risk ✓ equality, diversity and inclusion requirements ✓ third party professional services ✓ the fundamentals of law ✓ the fundamentals of financial accounting ✓ an awareness of digital and emerging technology, digital transformation and digital tools ✓ data driven innovation, analytics and design thinking ✓ research skills ✓ project and change management approaches in legal contexts	One of the following specialisms: ✓ legal services assistant - business, finance and employment ✓ legal services assistant - crime, criminal justice and social welfare	This course is suitable for anyone wanting a career in legal services.
Maintenance, Installation and Repair for Engineering and Manufacturing	 Mandatory modules include: ✓ working within the Engineering and Manufacturing Sectors – an understanding of how materials, conditions and context influence design processes and products ✓ essential mathematics for engineering and manufacturing – a knowledge and understanding of mathematics including standard matrices and determinants and standard trigonometry ✓ materials and their properties – understanding material processing techniques and their effects on materials and material quality, the condition of materials, how these are managed, and materials testing methods and techniques ✓ business, commercial and financial awareness - basic commercial principles including commercial priorities and markets, customers/clients/partners and resource allocation 	One of the following specialisms: ✓ Maintenance engineering technologies: Mechanical ✓ Maintenance engineering technologies: Mechatronic ✓ Maintenance engineering technologies: Electrical & Electronic ✓ Maintenance engineering technologies: Control & Instrumentation ✓ Maintenance, installation, and repair: Light and Electric Vehicles	This course is suitable for anyone interested in a career in maintenance, installation and repair for engineering and manufacturing. Career options might include working as an accident repair technician, motor vehicle breakdown engineer, teleoms engineer or maintenance and operation engineering technician.
Management and Administration	 Mandatory modules include: ✓ business context – an overview of organisational cultures and values, different types of internal and external stakeholder, different forms of governance and the impact of organisations on society and the environment ✓ project and change management – an understanding of the common change management theories and models and how to support and improve projects ✓ business behaviours – the importance of good communication and adapting social communication styles to professional standards and according to purpose, medium and audiencequality and compliance – the importance of maintaining and improving quality in all aspects of public and private sector organisations 	One of the following specialisms: ✓ Business support ✓ Business improvement ✓ Team leadership and management	This course is suitable for anyone interested in a career in management and administration. Career options might include working as an administrative assistant, barrister's clerk, business improvement coordinator, indexer, team leader or project supporAgriculture, Land Management and Production

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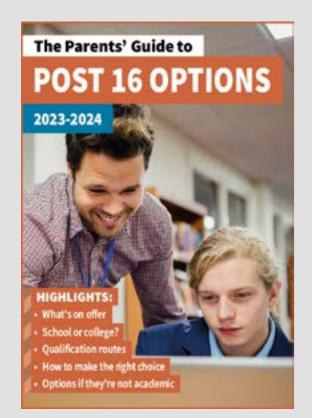
SUBJECT	WHAT WILL THEY LEARN?	OPTIONAL EXTRAS	WHAT'S NEXT?
Science	Mandatory modules include: ✓ working within the health and science sector ✓ health, safety and environmental regulations ✓ managing information and data ✓ principles of good scientific and clinical practice ✓ core science concepts including the structure of cells, tissues and large molecules, genetics, microbiology and immunology They will also learn about topics specific to science: ✓ understanding the science sector ✓ further science knowledge, including cell cycle and cellular respiration, enzyme and protein structure ✓ scientific methodology ✓ experimental equipment and techniques ✓ ethics of science	One of the following specialisms: ✓ laboratory sciences ✓ food sciences ✓ metrology sciences	This course is suitable for anyone interested in a career in science. Career options might include working as a technical support scientist, metrology technician or food technician.

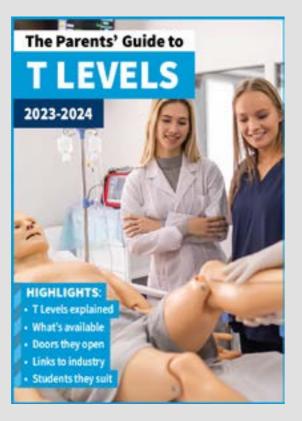
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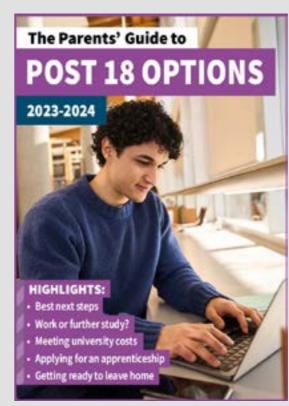


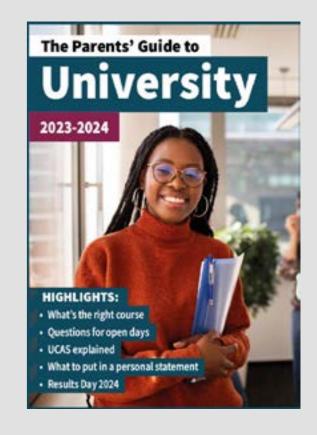
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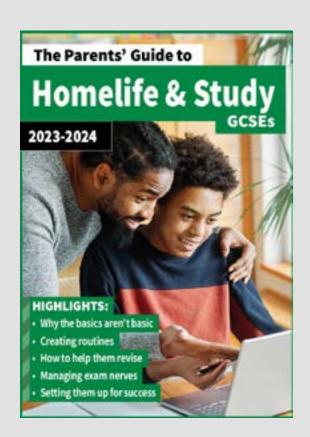


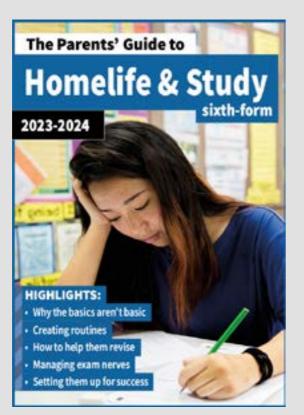
















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