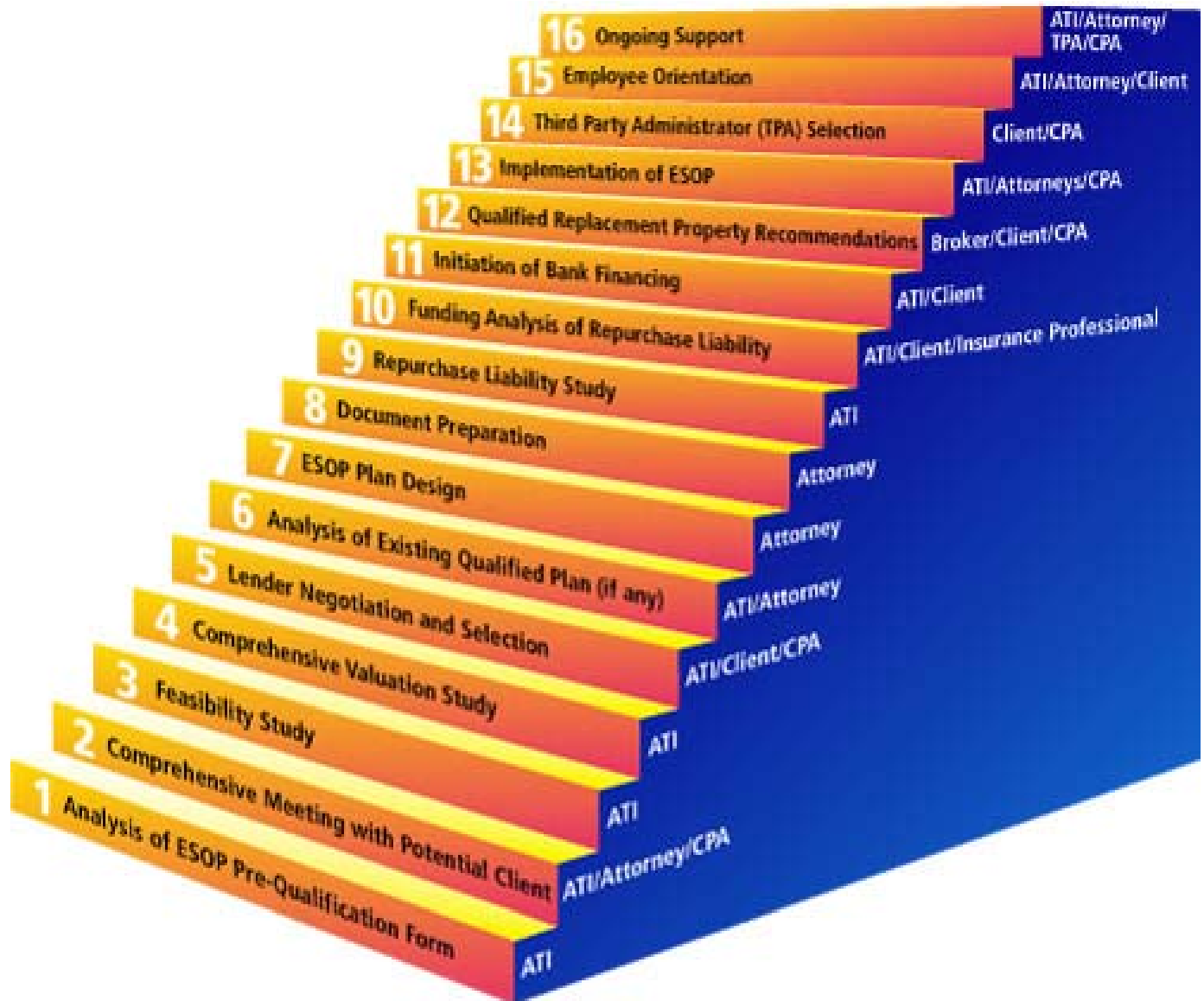


# ESOP Services



***The 16 Steps to a Successful ESOP Transaction***