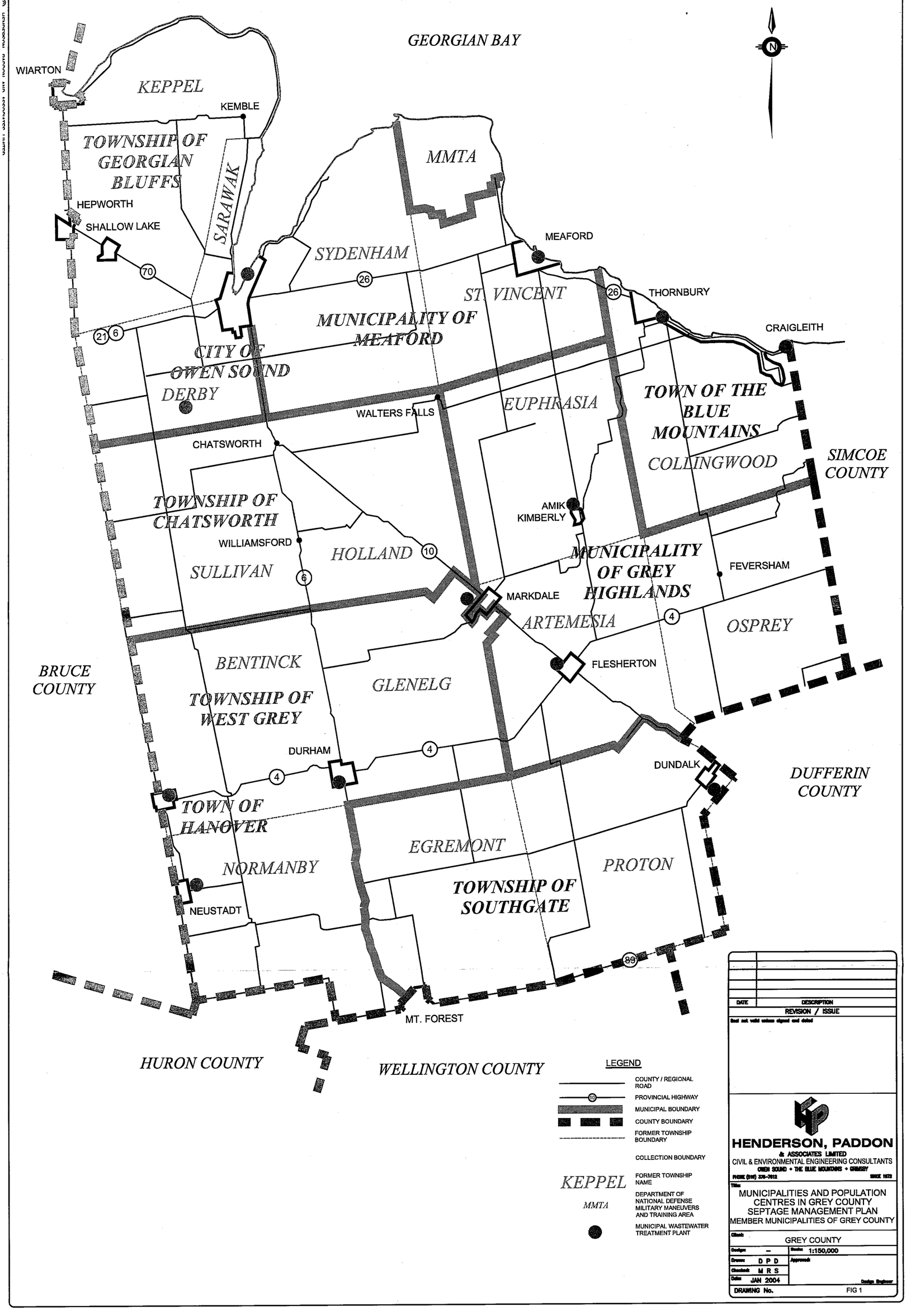G:\2003\100\103011\draw\FIG1-2-3-4.dwg Mar 02, 2004 - 3:20pm