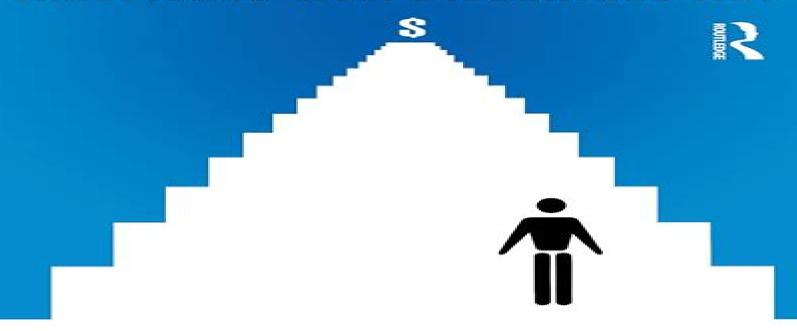
REASON/ABLE ACCOMMODATION

Profitable Compliance with the Americans with Disabilities Act



JAY W. SPECHLER, PH.D., P.E.

Jeffrey G. Allen

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