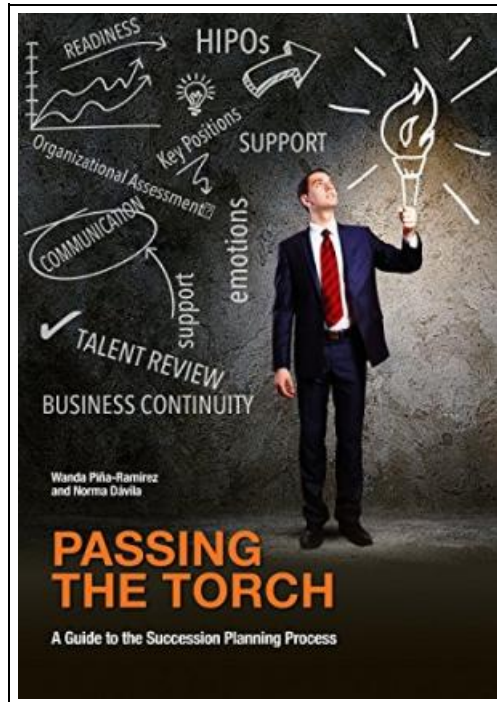


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PASSING THE TORCH: A GUIDE TO THE SUCCESSION PLANNING PROCESS



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