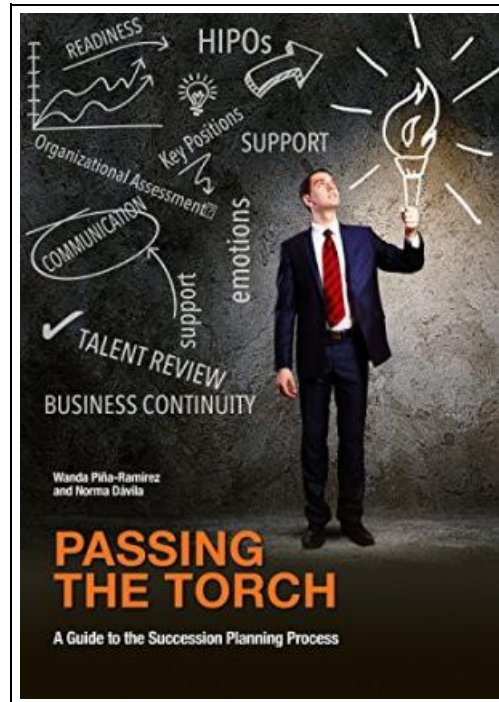


## Passing the Torch: A Guide to the Succession Planning Process



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