



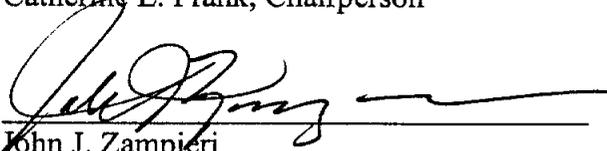
the South Burlington Career Firefighters Association is certified as the exclusive bargaining representative of such employees.

Dated this 20th day of December, 2001, at Montpelier, Vermont.

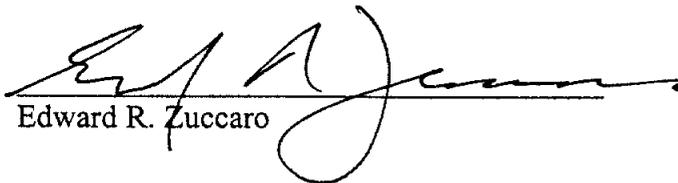
VERMONT LABOR RELATIONS BOARD



Catherine L. Frank, Chairperson



John J. Zampieri



Edward R. Zuccaro