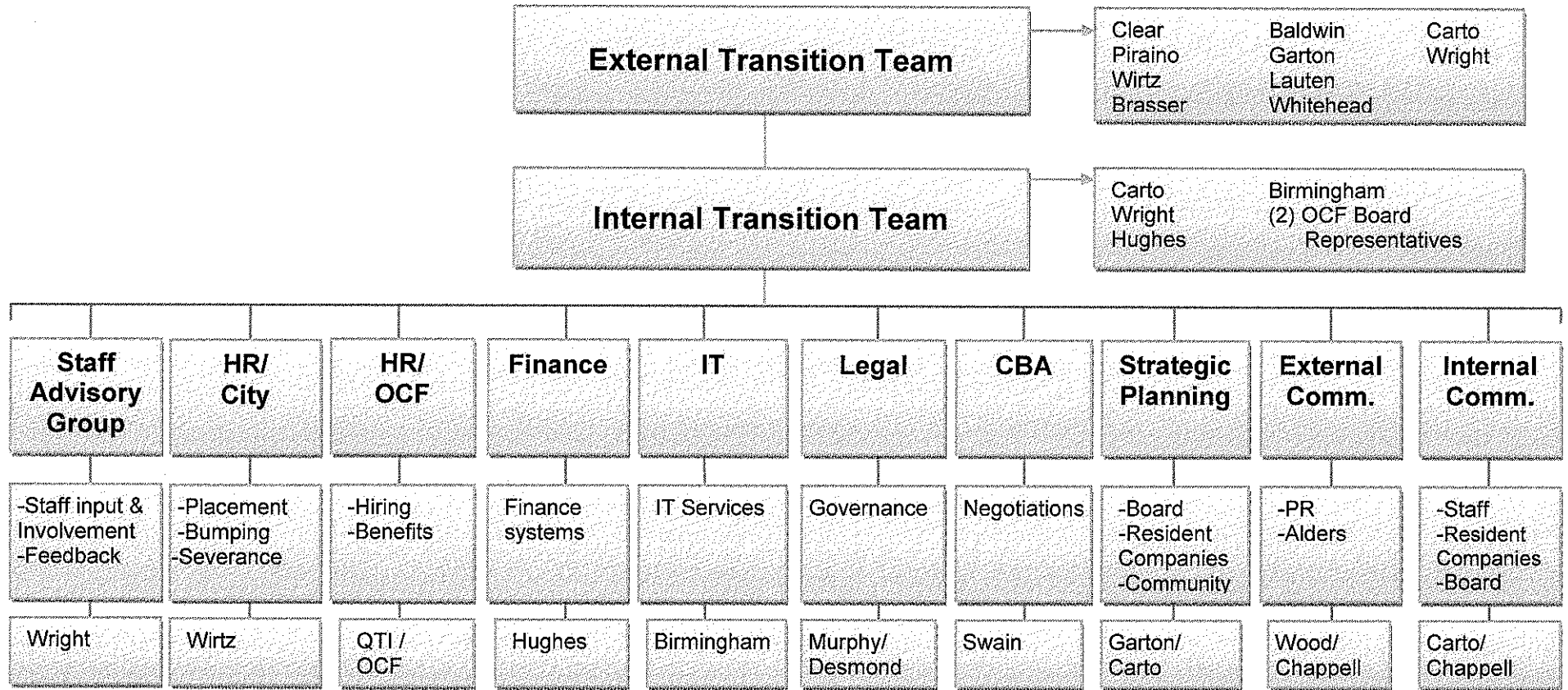


OVERTURE TRANSITION



DATES TO REMEMBER

March 1, 2011	Job Descriptions and Employment Terms
March 1, 2011	City Performance Contract
July 1, 2011	Employment Offers to Employees
September 1, 2011	Employees Respond to Offer