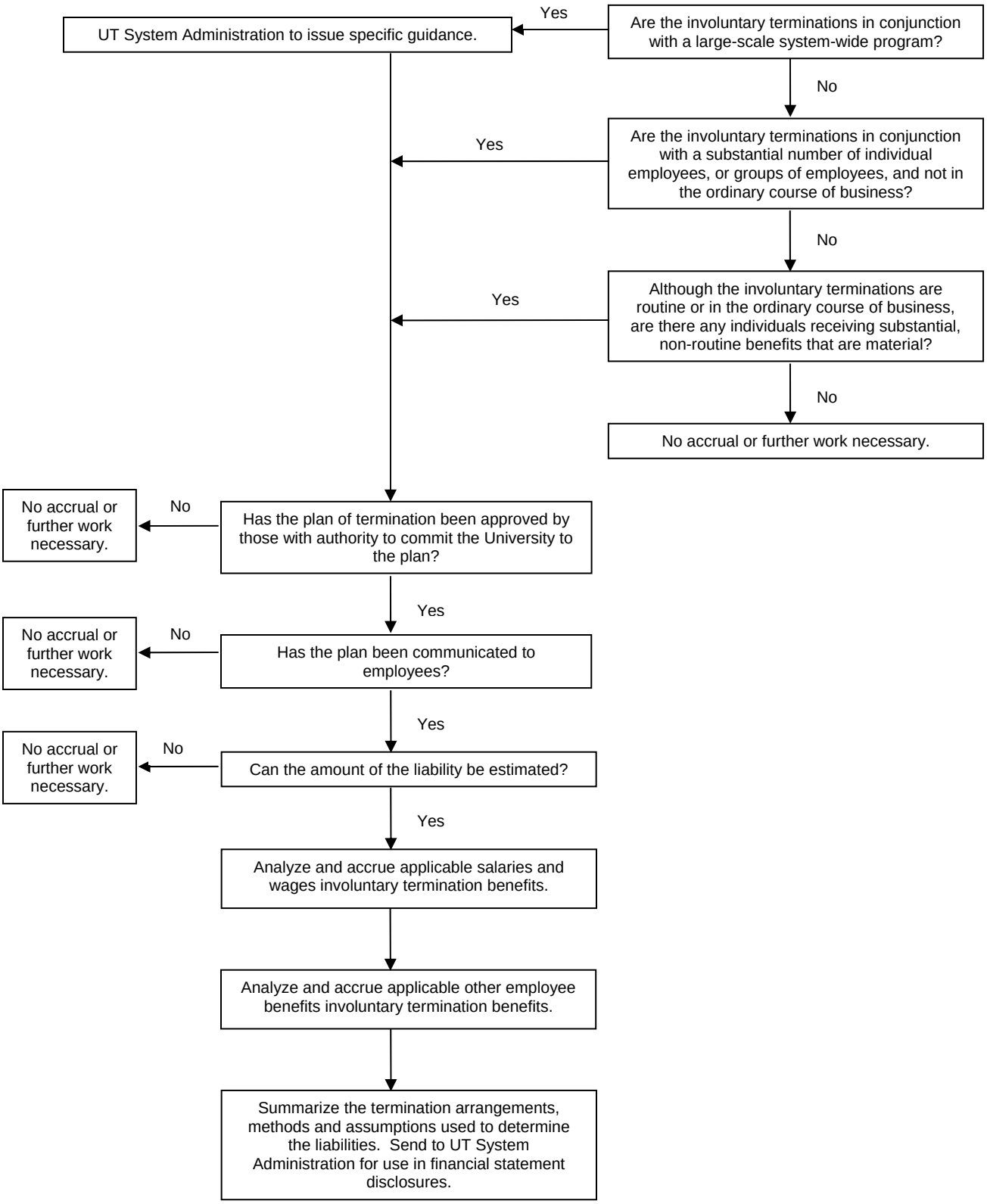Exhibit 2: Involuntary Termination Benefits Fiscal Year-End Considerations