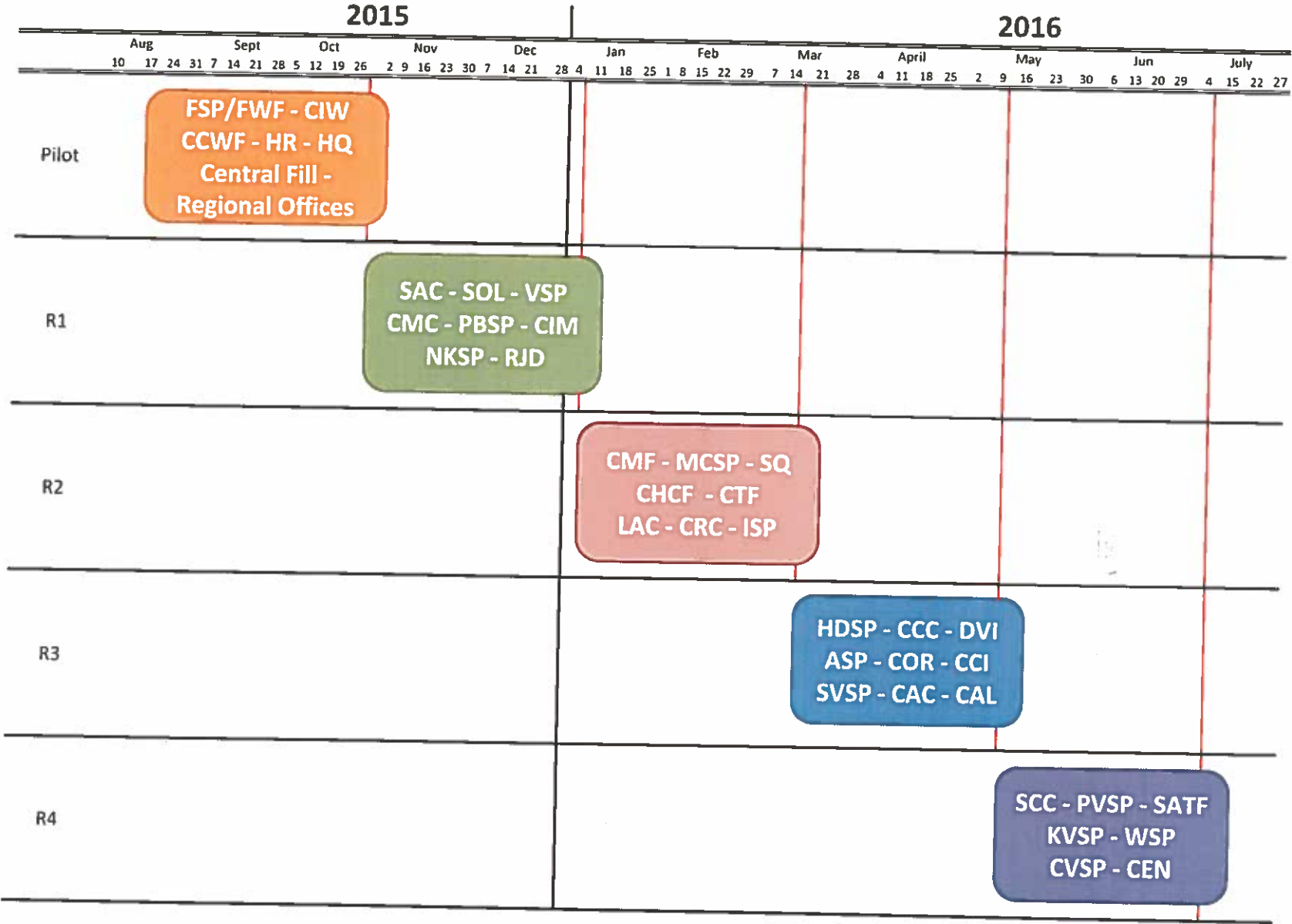


ECHOS Rollout Schedule



This schedule includes the start of eLearning for trainers 10 weeks prior to Go-Live and the support following Go-Live. The red line represents a rollout's Go-Live date.