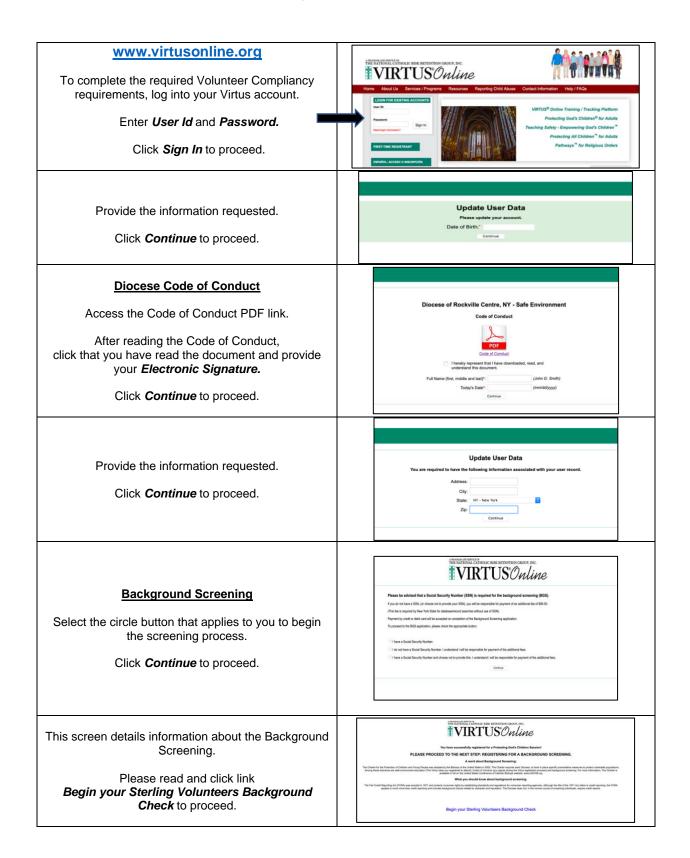
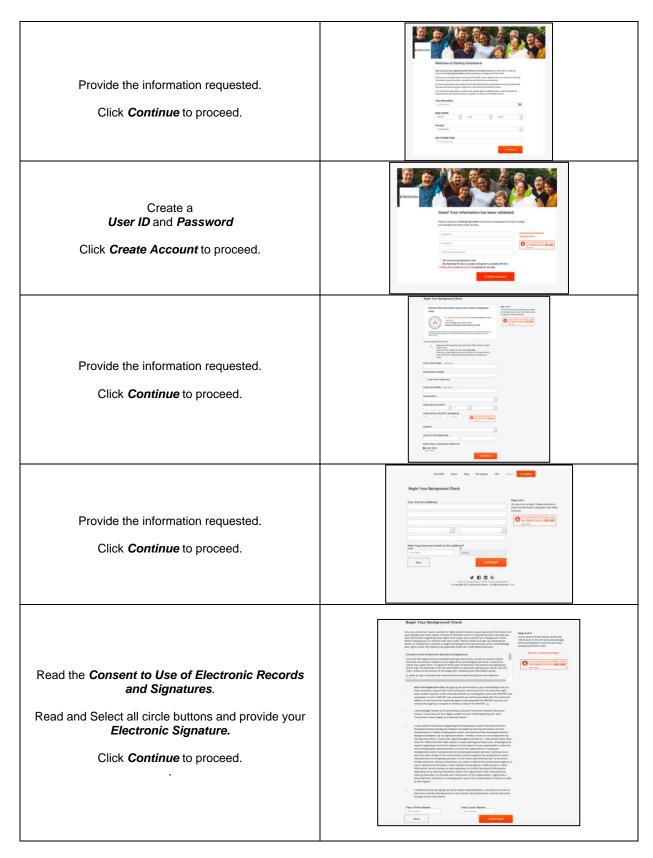
<u>VOLUNTEER SAFE ENVIRONMENT COMPLIANCY REQUIREMENTS</u> USER GUIDE FOR VOLUNTEERS <u>WHO HAVE</u> A VIRTUS ACCOUNT CODE OF CONDUCT/BACKGROUND SCREENING ONLY



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