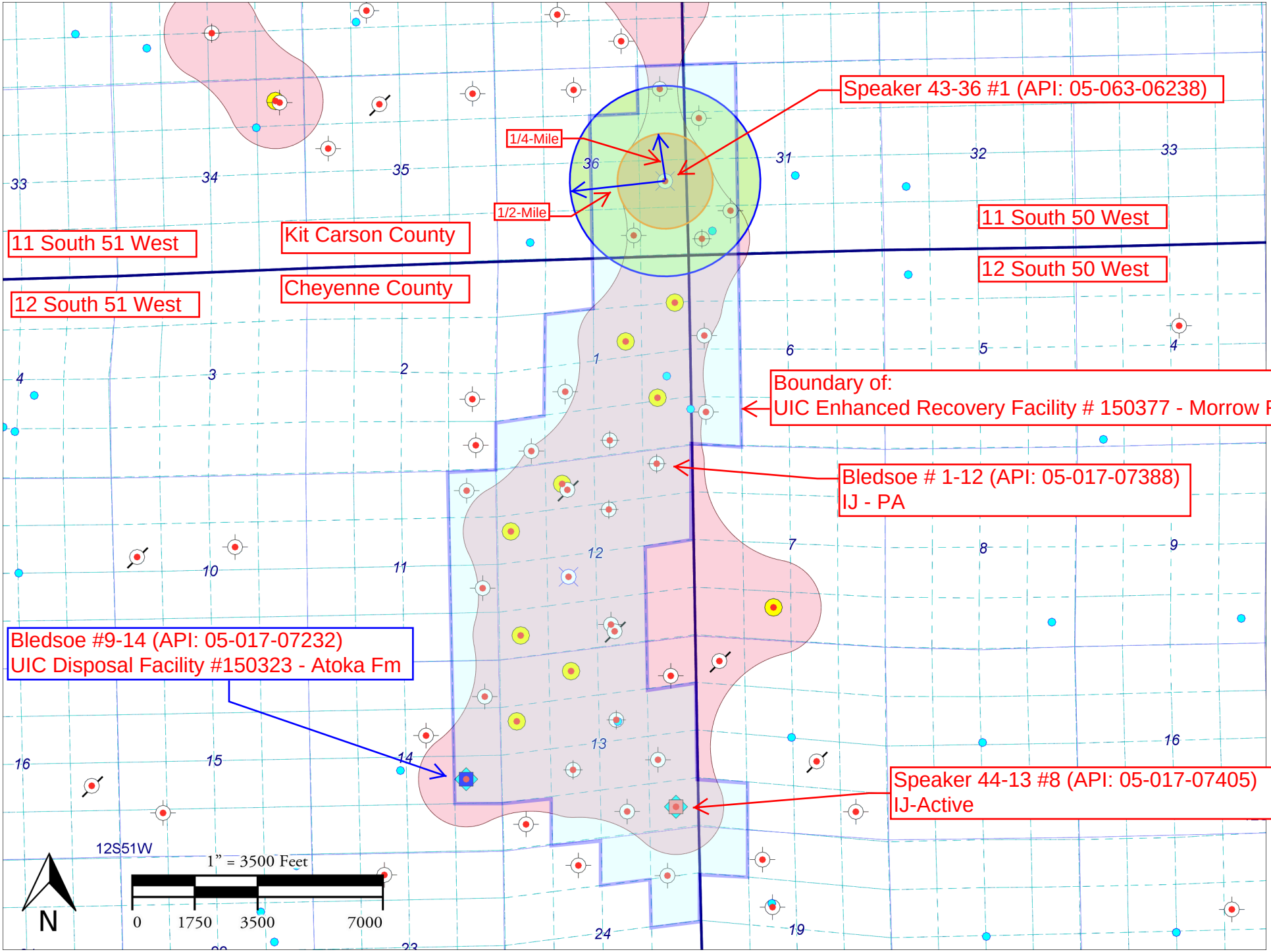Citation: Speaker Unit, Speaker Field Order 490-4, 2/14/1995