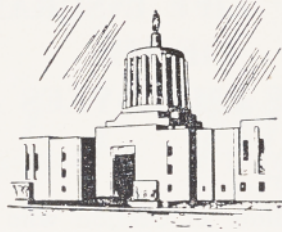


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Cover Picture—Mt. Hood from Laurel Hill

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*An independent Association organized by employees of State Departments,
Commissions and Institutions in the interests of efficient government
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Forrest V. Stewart, Executive Secretary.....311 Oregon Building, Salem

Eugene F. Schmidt, Asst. Executive Secretary

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