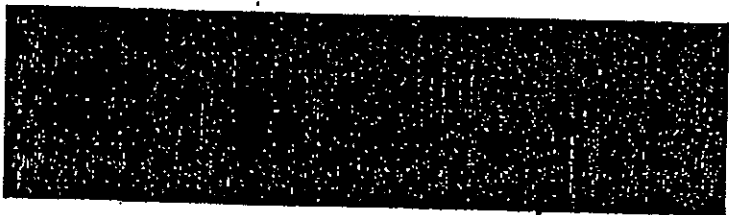


ELECTION COMMITTEE
IBT LOCAL _____
P.O.BOX 2350
ORANGEVALE, CA 95662

**RETURN IMMEDIATELY
IF UNDELIVERABLE**

**DELEGATE ELECTION BALLOT ENCLOSED.
OPEN IMMEDIATELY.**



Outer Envelope – Face

VOTE!

Your ballot must be received by 9:00 A.M., February 1, 2001 or it will not be counted.

Outer Envelope – Back