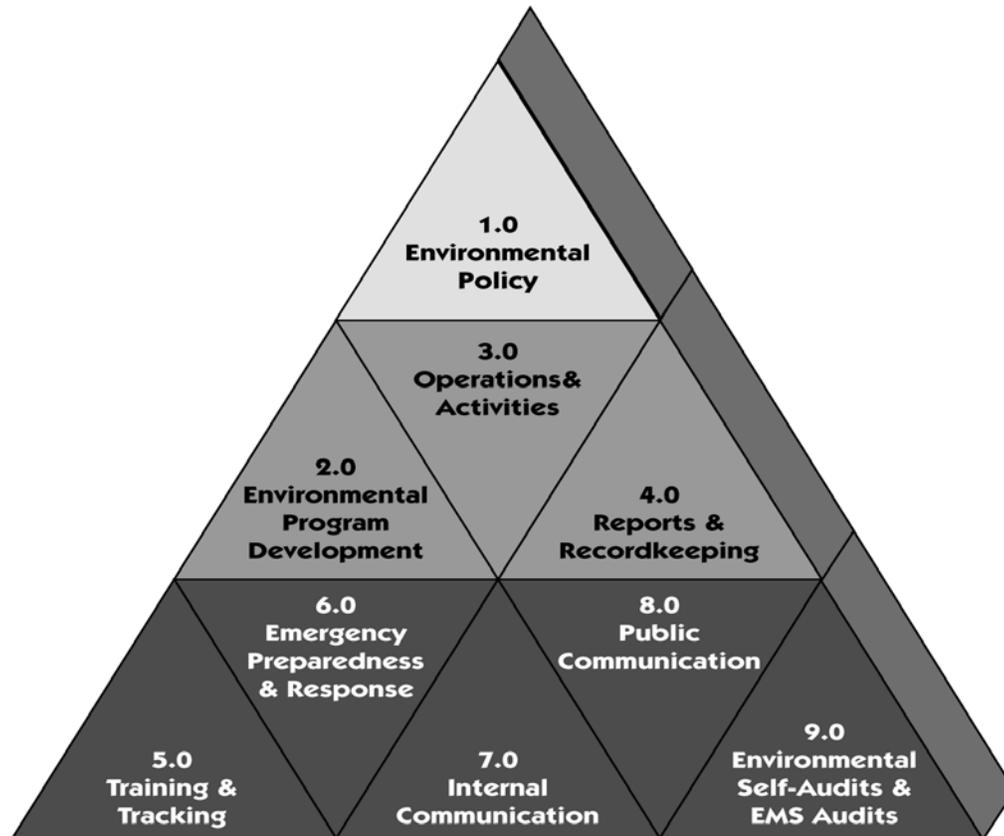


ENVIRONMENTAL MANAGEMENT SYSTEM GUIDANCE MANUAL



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STATE OF MICHIGAN
Department of Environmental Quality