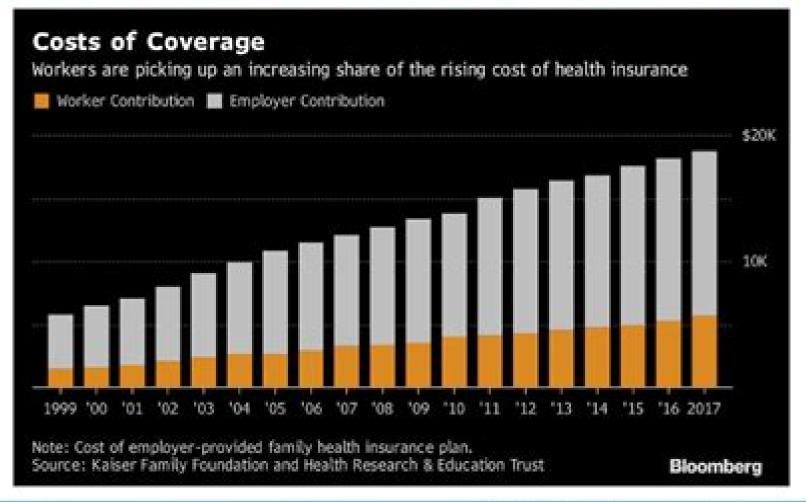
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**Michael Gutowski** 

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#### **Managed Health Care Effect On Employers Costs Difficult To Measure**

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