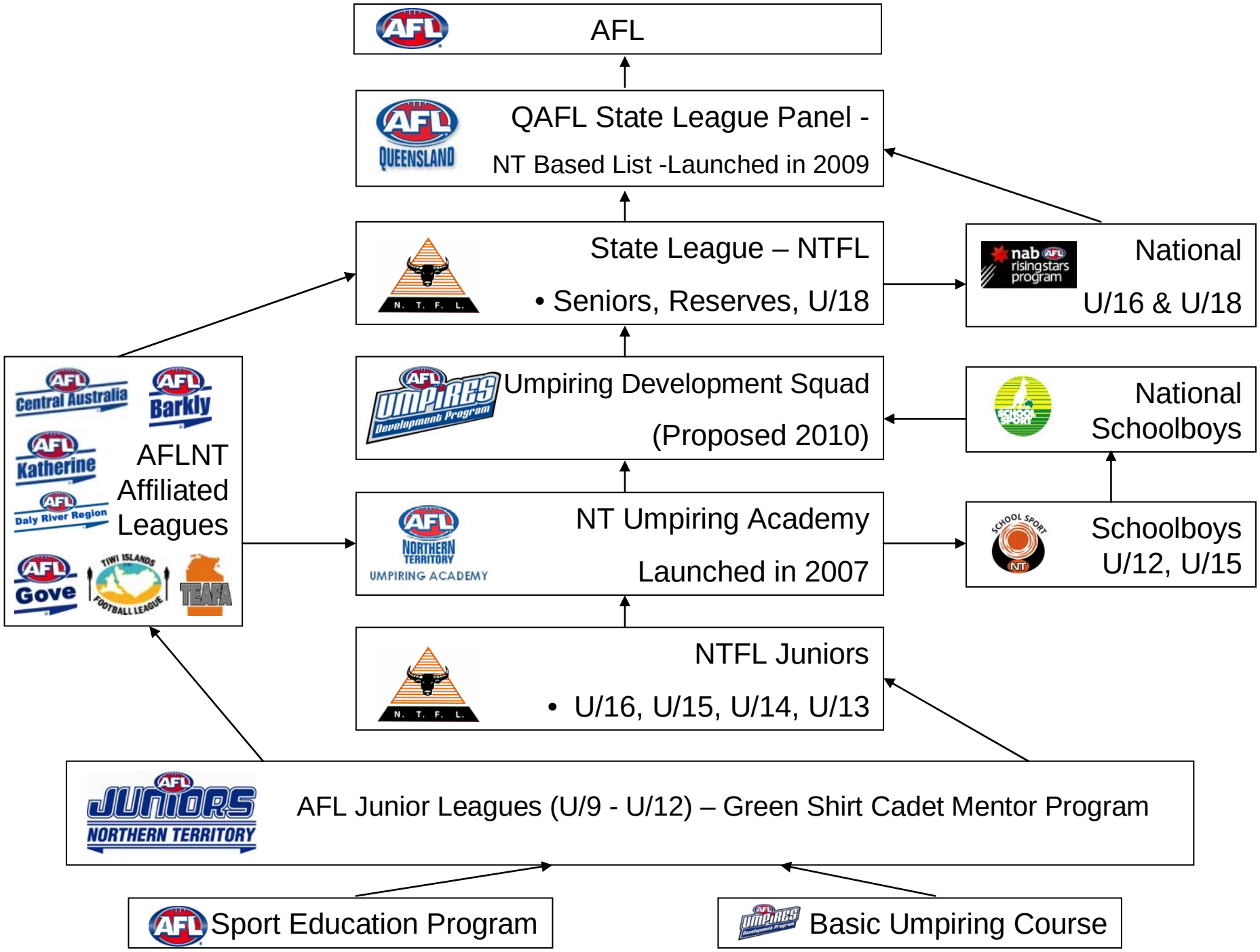AFLNT UMPIRING DEVELOPMENT PATHWAY AS OF MAY 2009