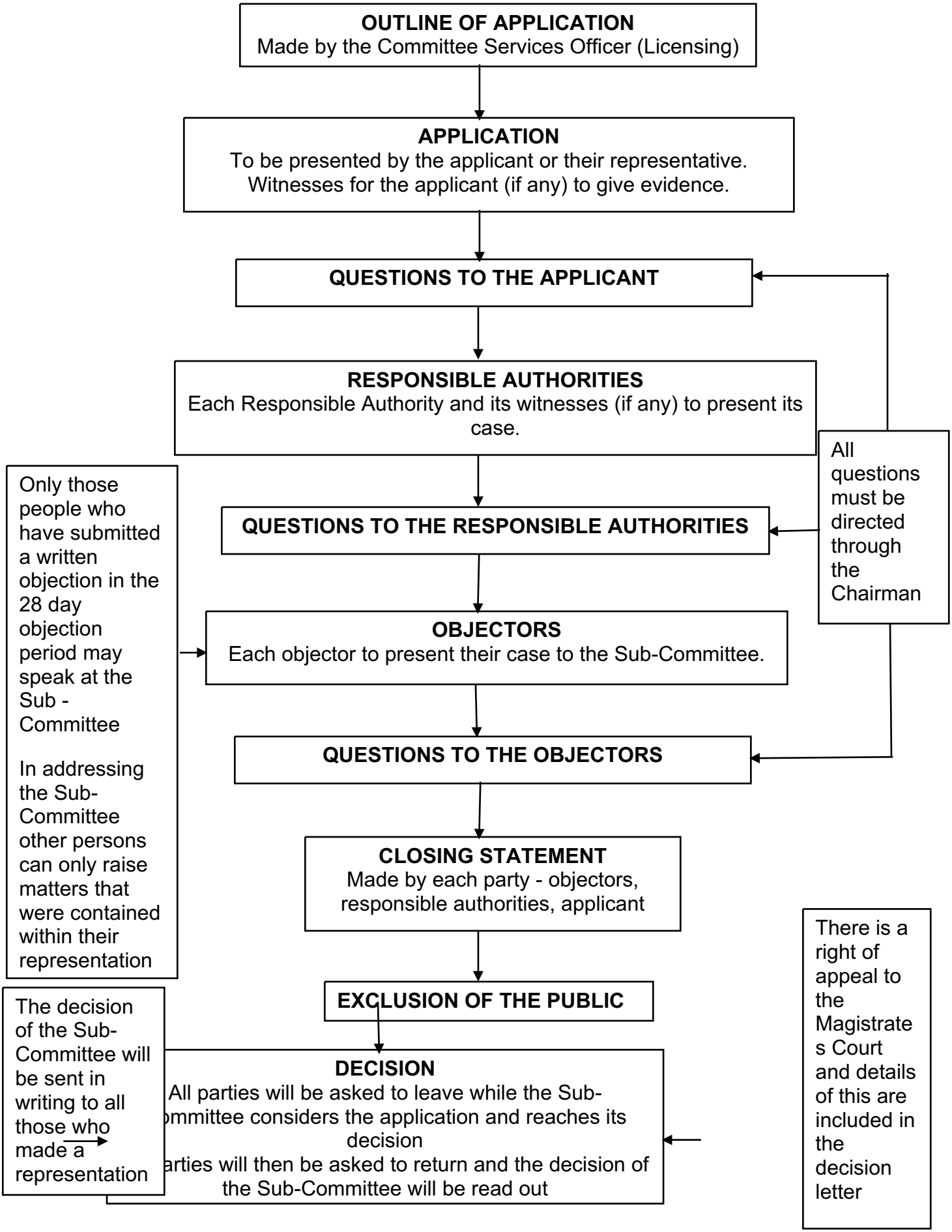The Licensing Sub-Committee Hearings Process