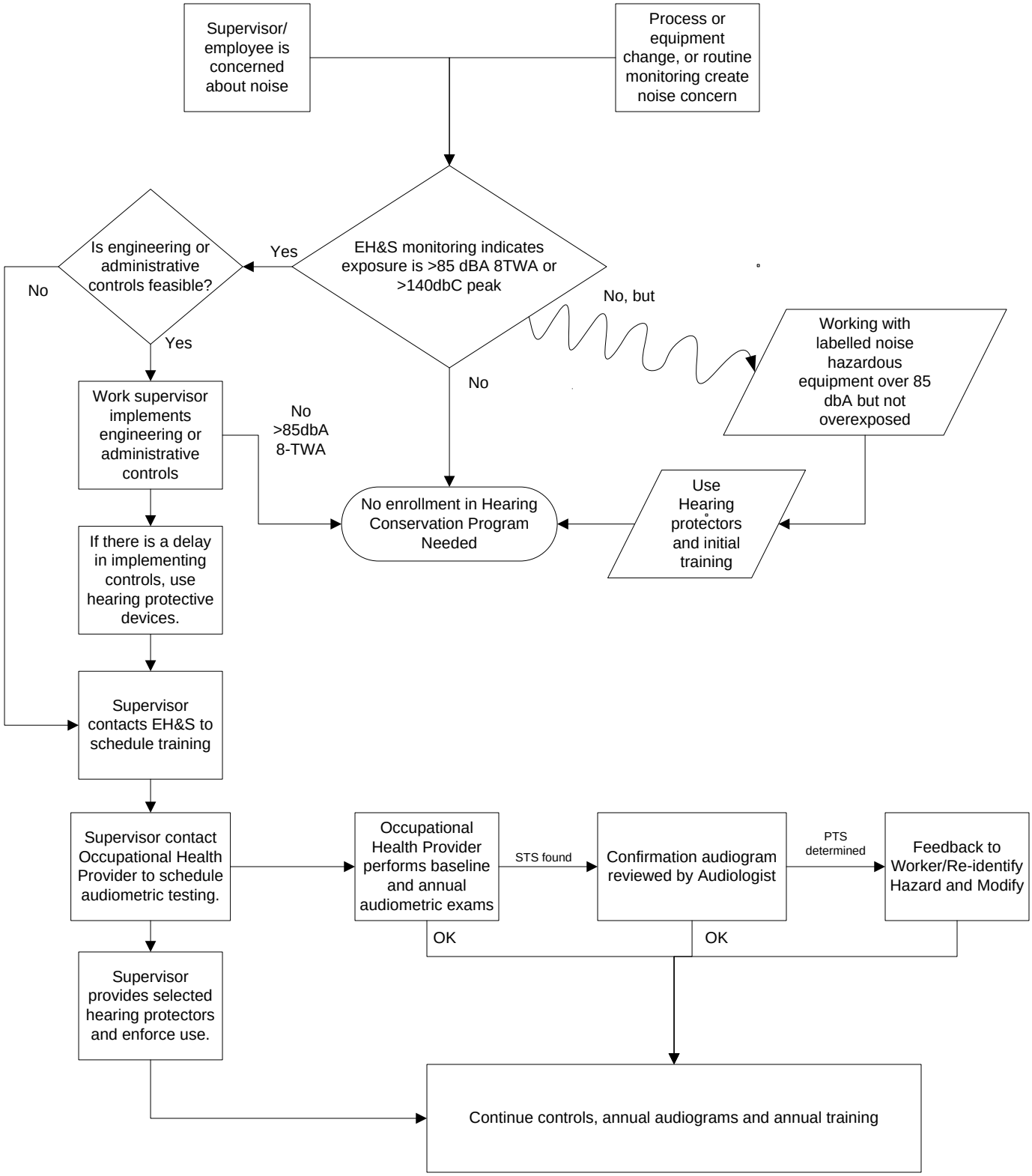Stanford University Hearing Conservation Program