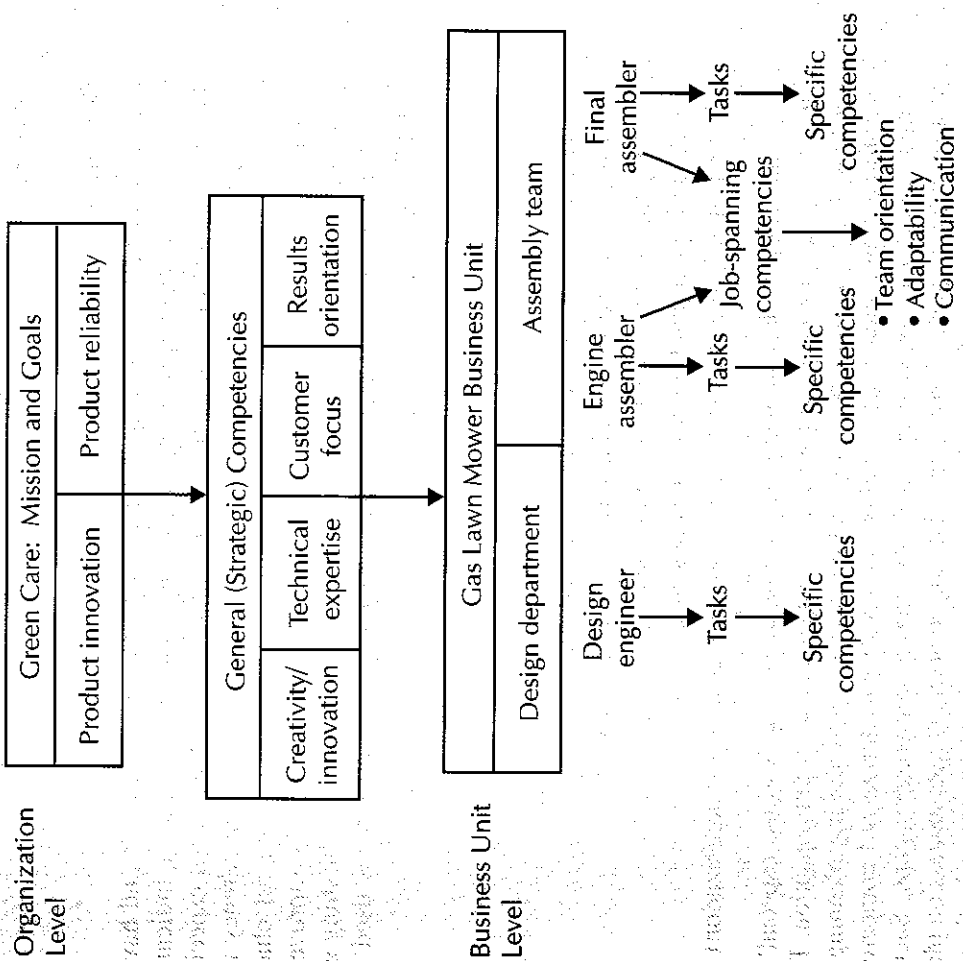


XHIBIT 4.15 Examples of Competencies

Company: Green Care Corporation
 Products: Gas and electric lawn mowers, gas and electric weed whackers, manual-lawn edgers, electric hedge trimmers



nization has also established job-specific and job-spanning requirements. Some jobs, such as design engineer, are traditional or slowly evolving jobs and, as such, have only job-specific KSAO or competency requirements. Because the products are assembled via team processes, jobs within the assembly team (such as engine assembler or final assembler) have both job-specific and job-spanning competency