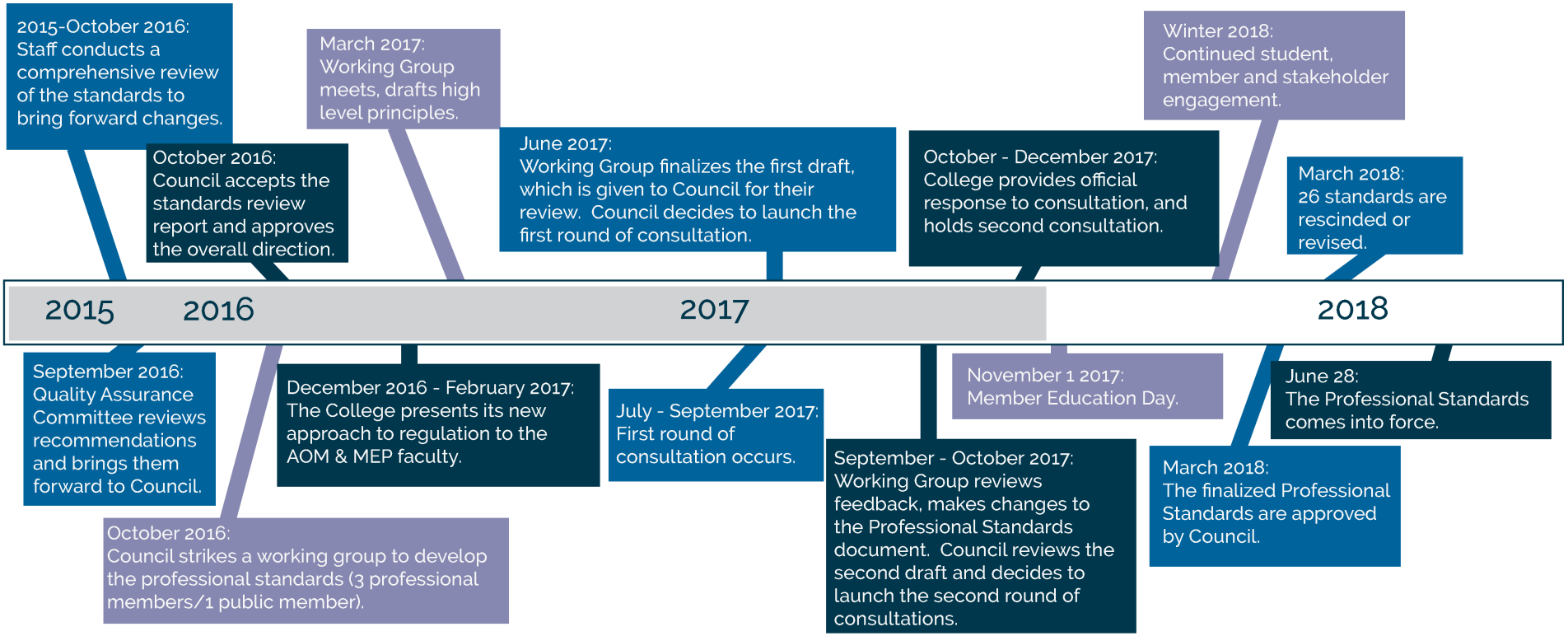Appendix C: Professional Standards Creation and Implementation Timeline