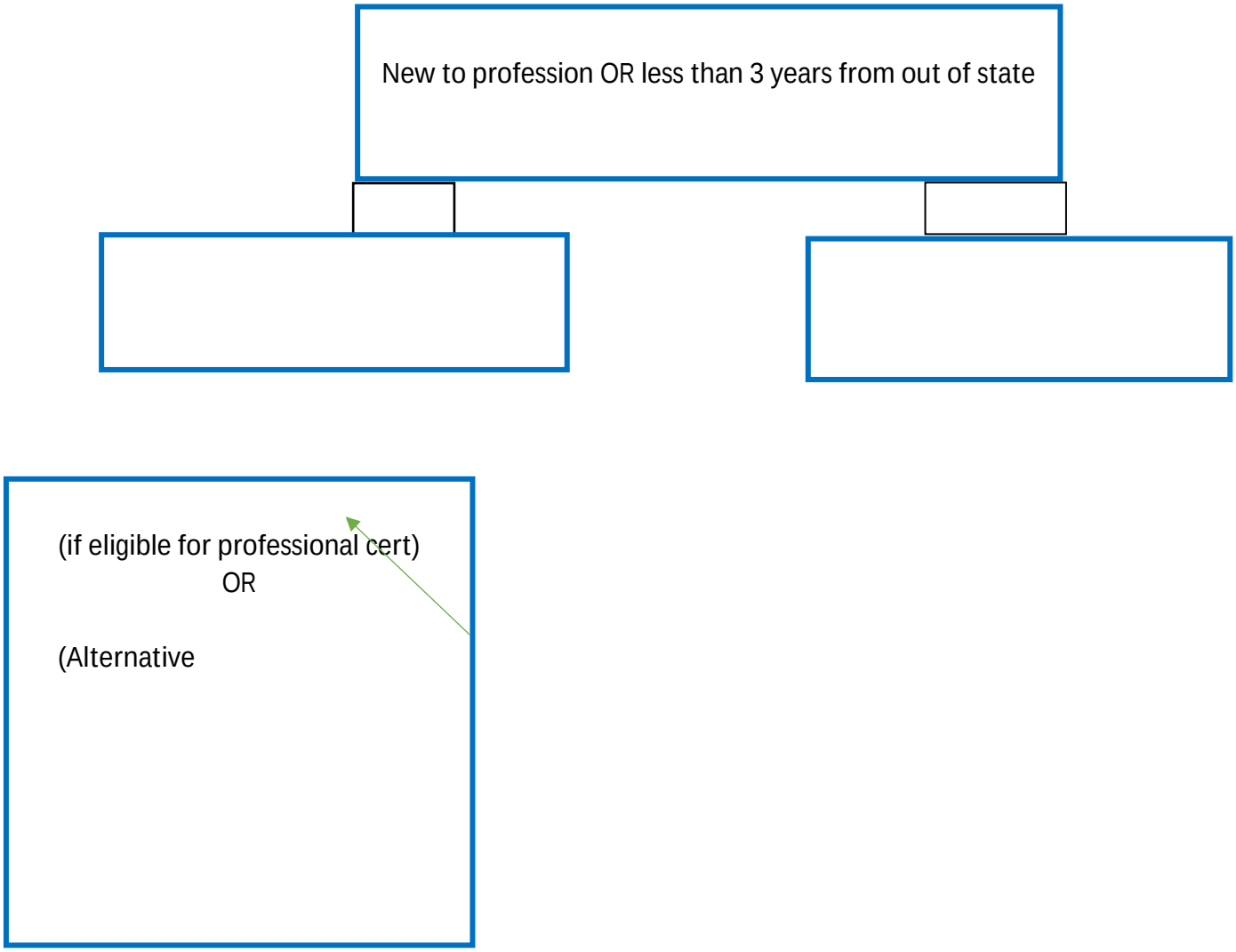
New to profession OR less than 3 years from out of state
(if eligible for professional cert)
OR
(Alternative