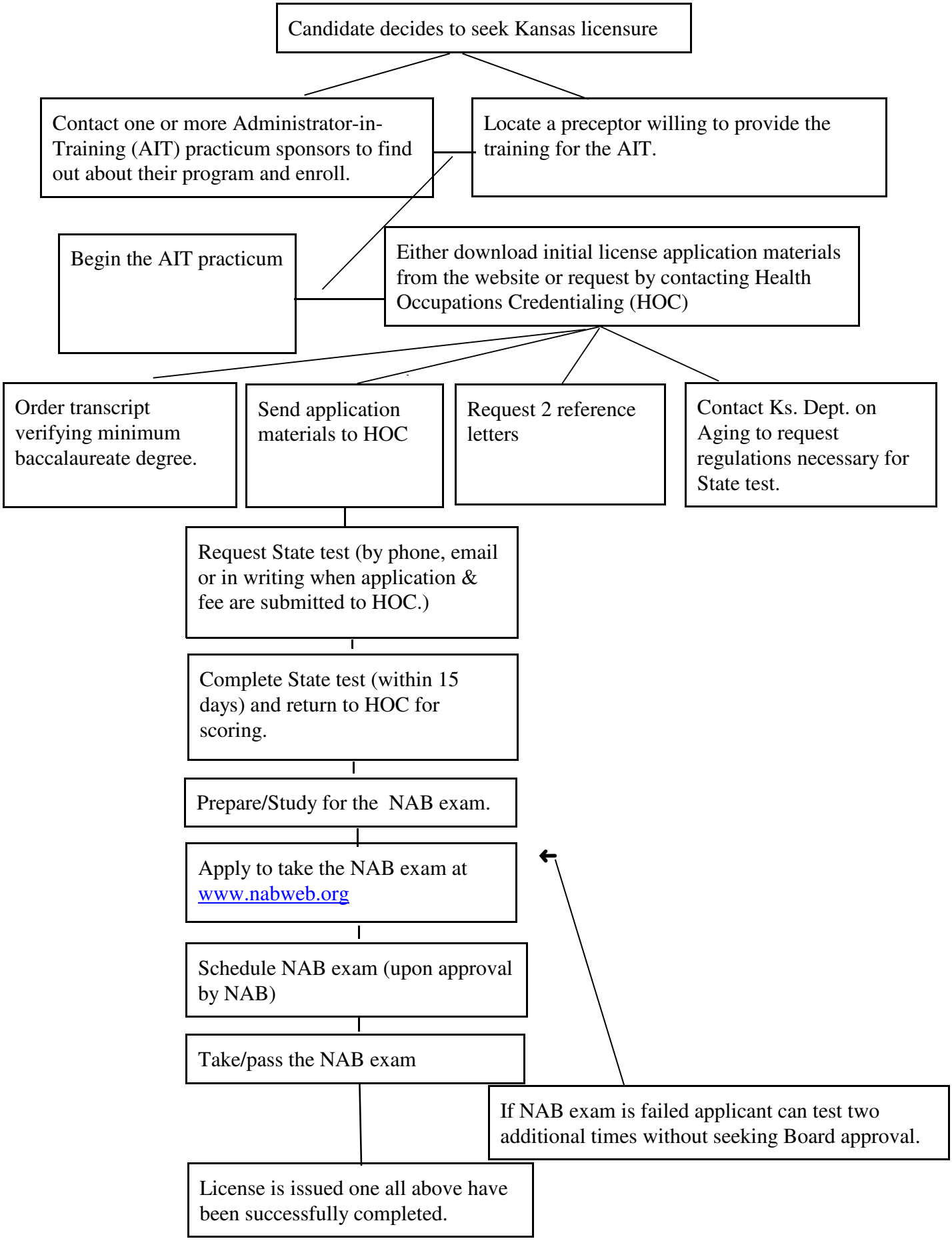INITIAL LICENSURE STEPS AND SUGGESTED ORDER