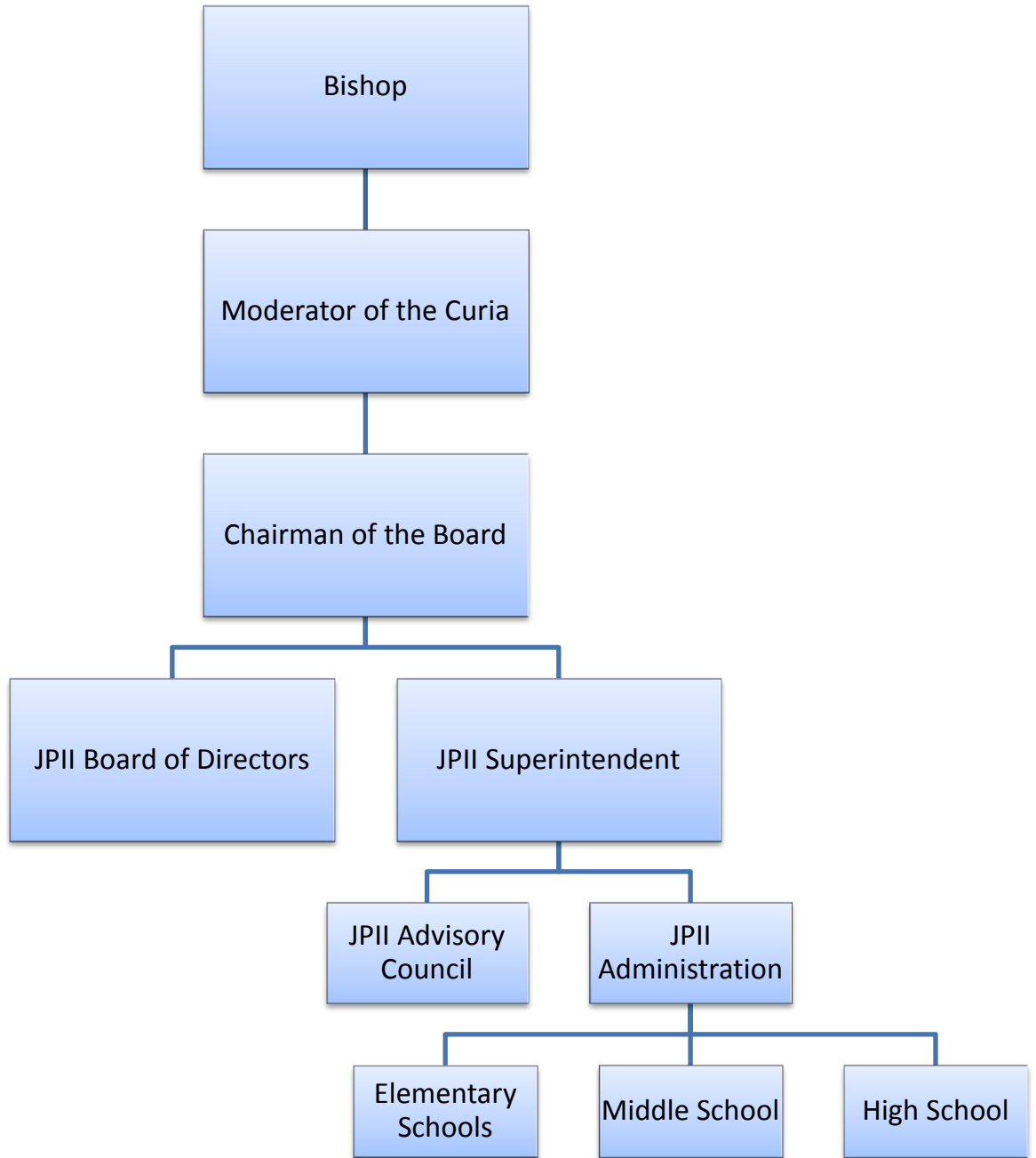


ORGANIZATIONAL FLOWCHART



See appendix for criteria and procedures

Approved: Board of Directors 2-27-2013