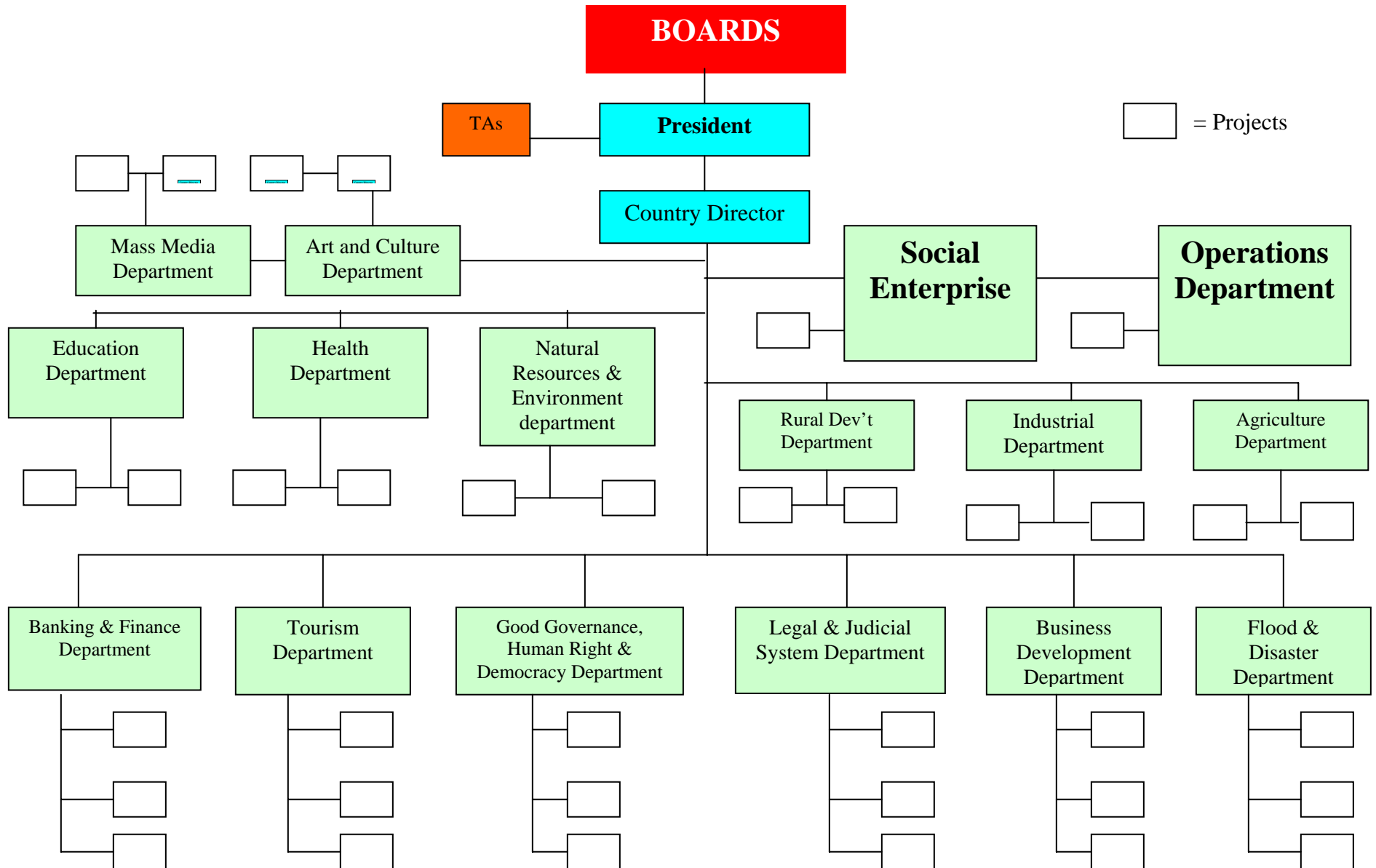


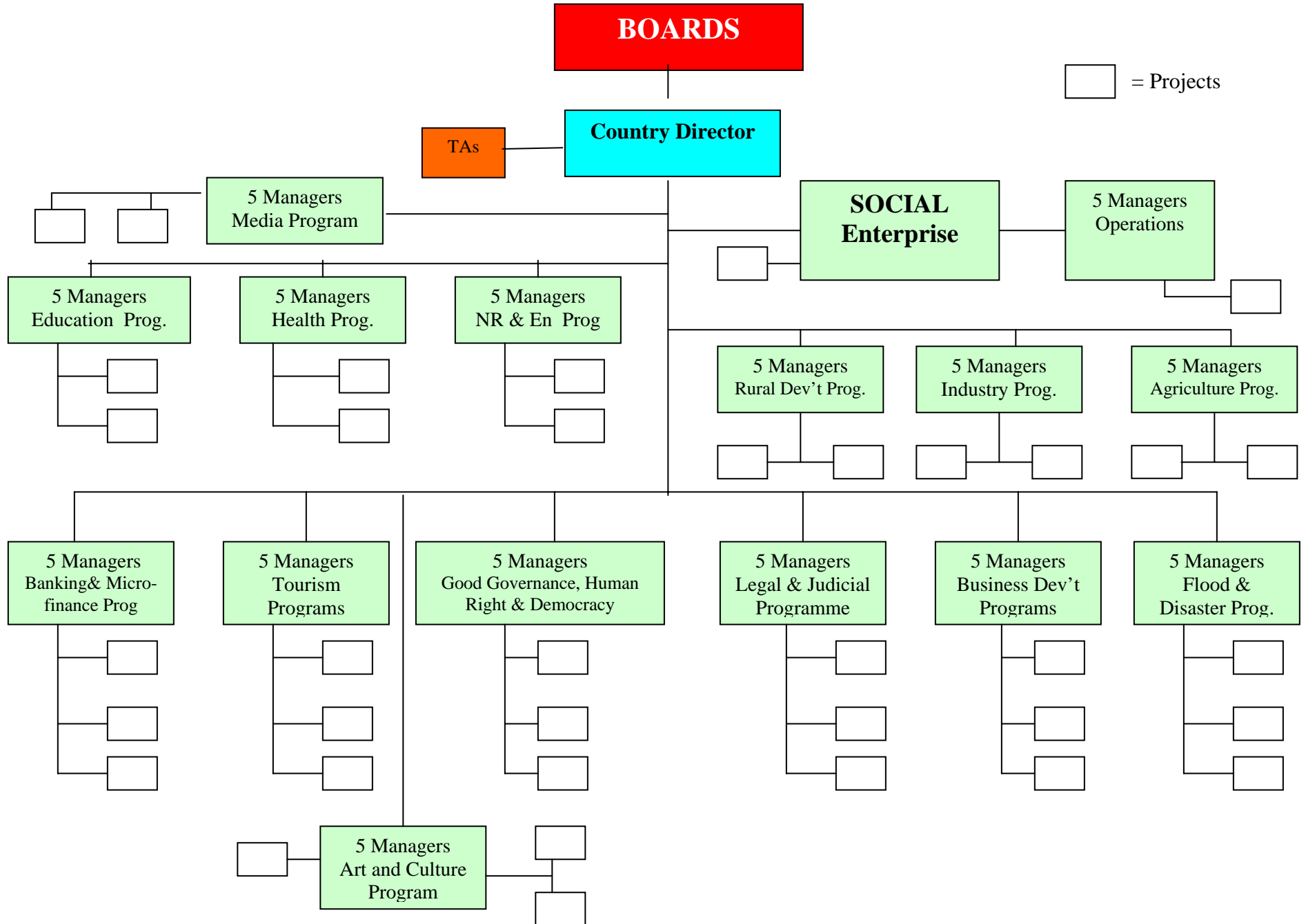
Organizational Work Structure

(Anticipated within 10 years)



Organizational Staff Structure (Step I)

(Current Practice)



Organizational Staff Structure (Step II)

(Anticipated within 10 years)

