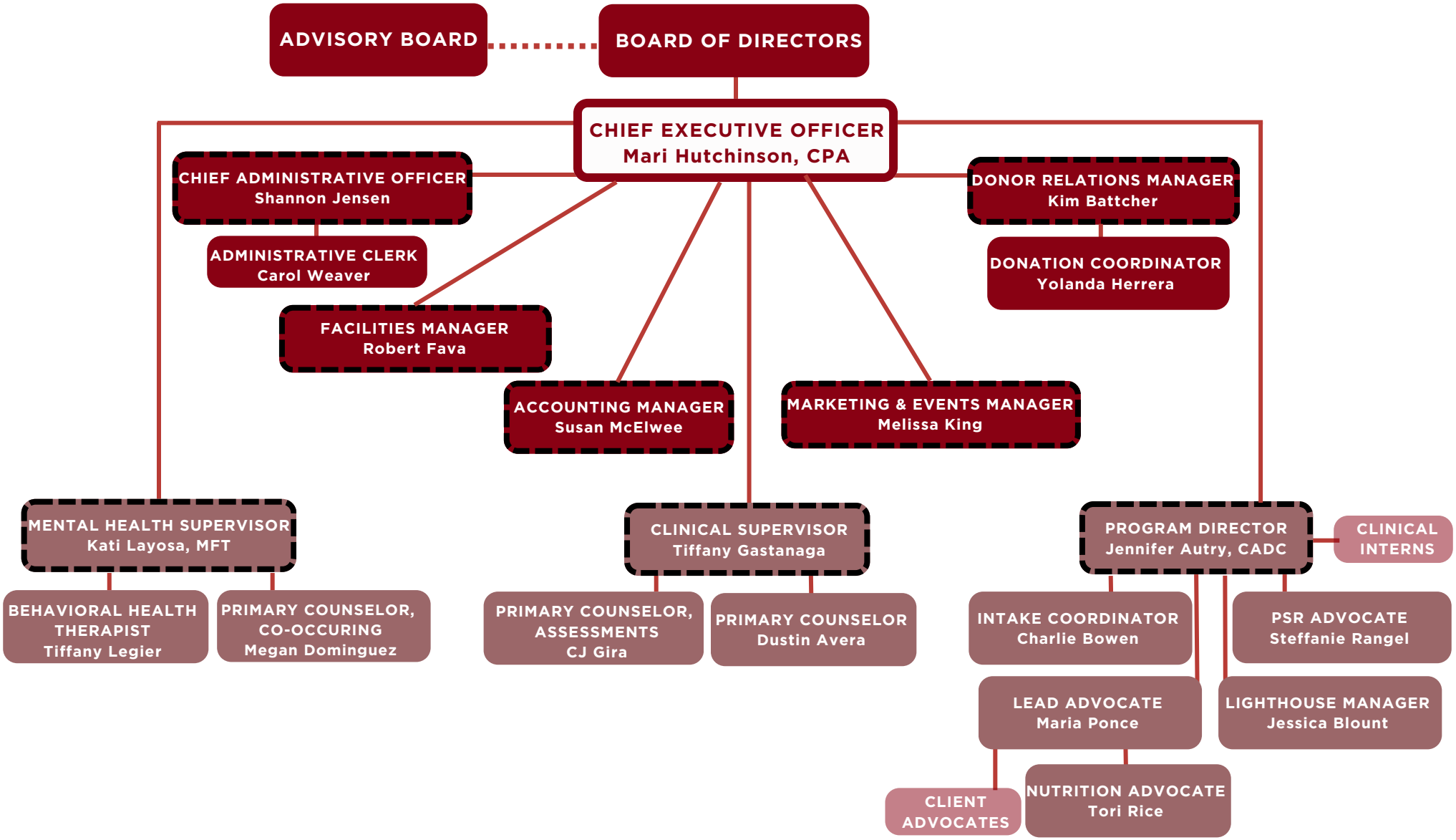STEP 2 ORGANIZATION CHART