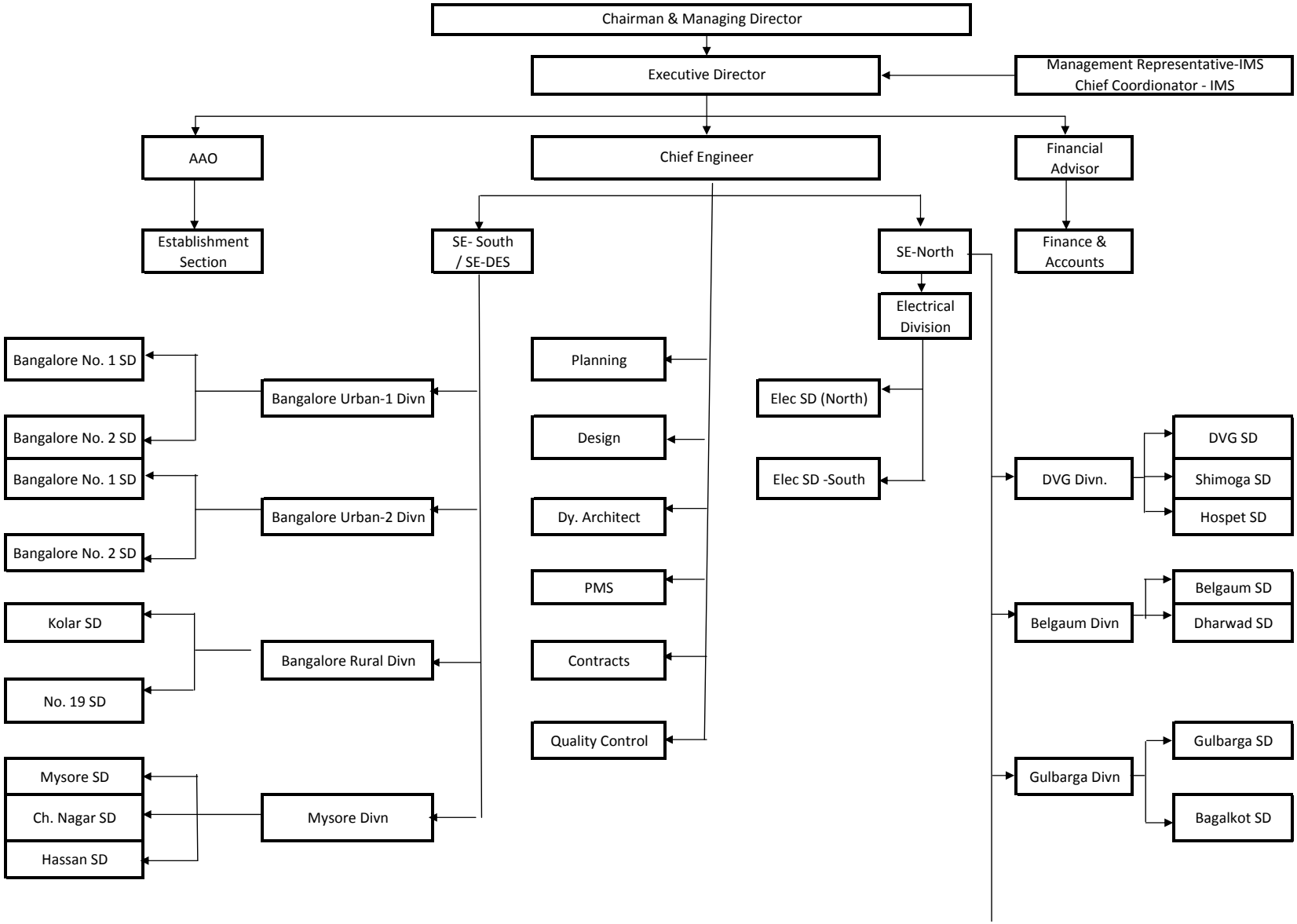Annex 4: Organization Chart