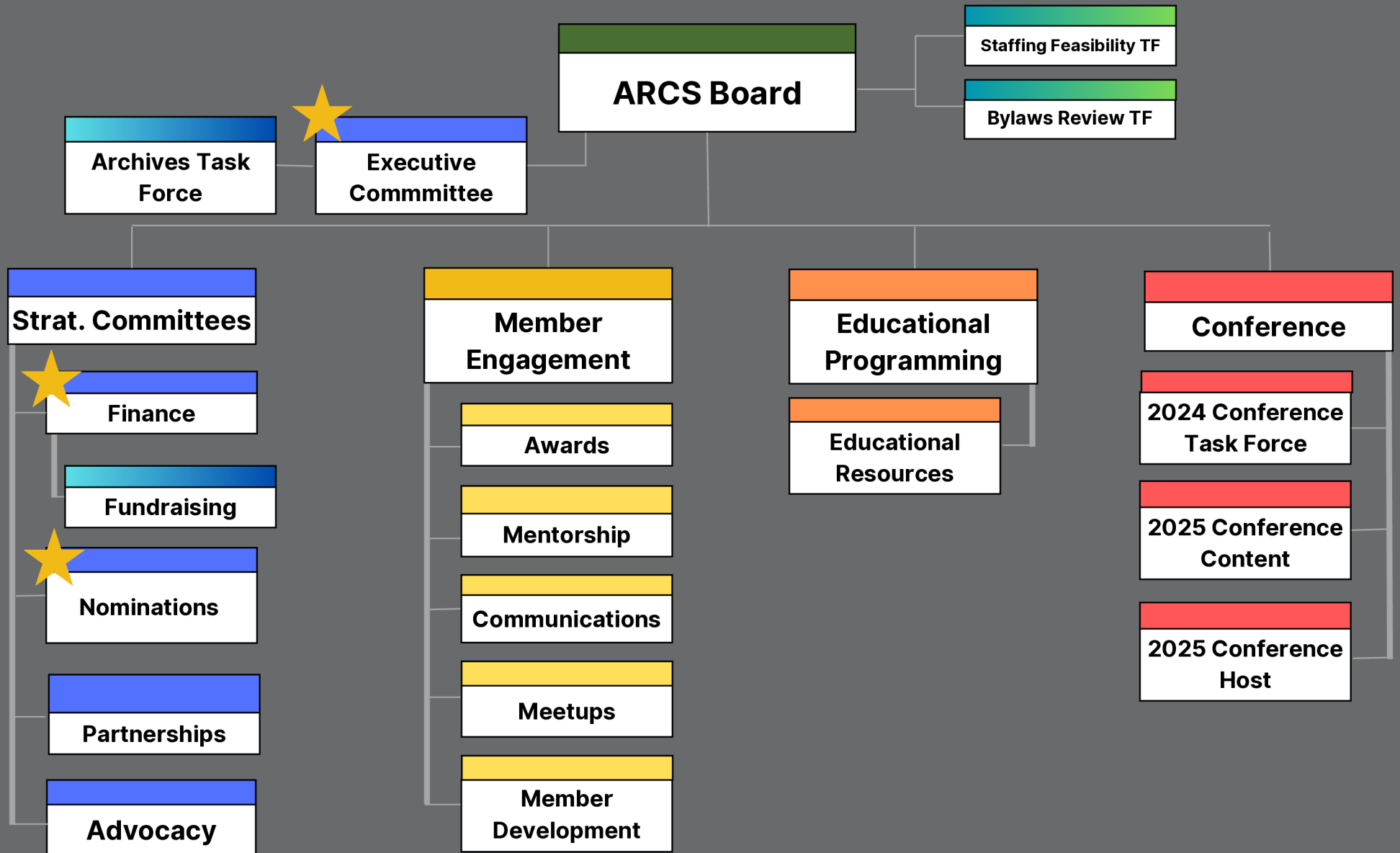


ARCS Organization Chart



— COMMITTEE REQUIRED BY BYLAWS