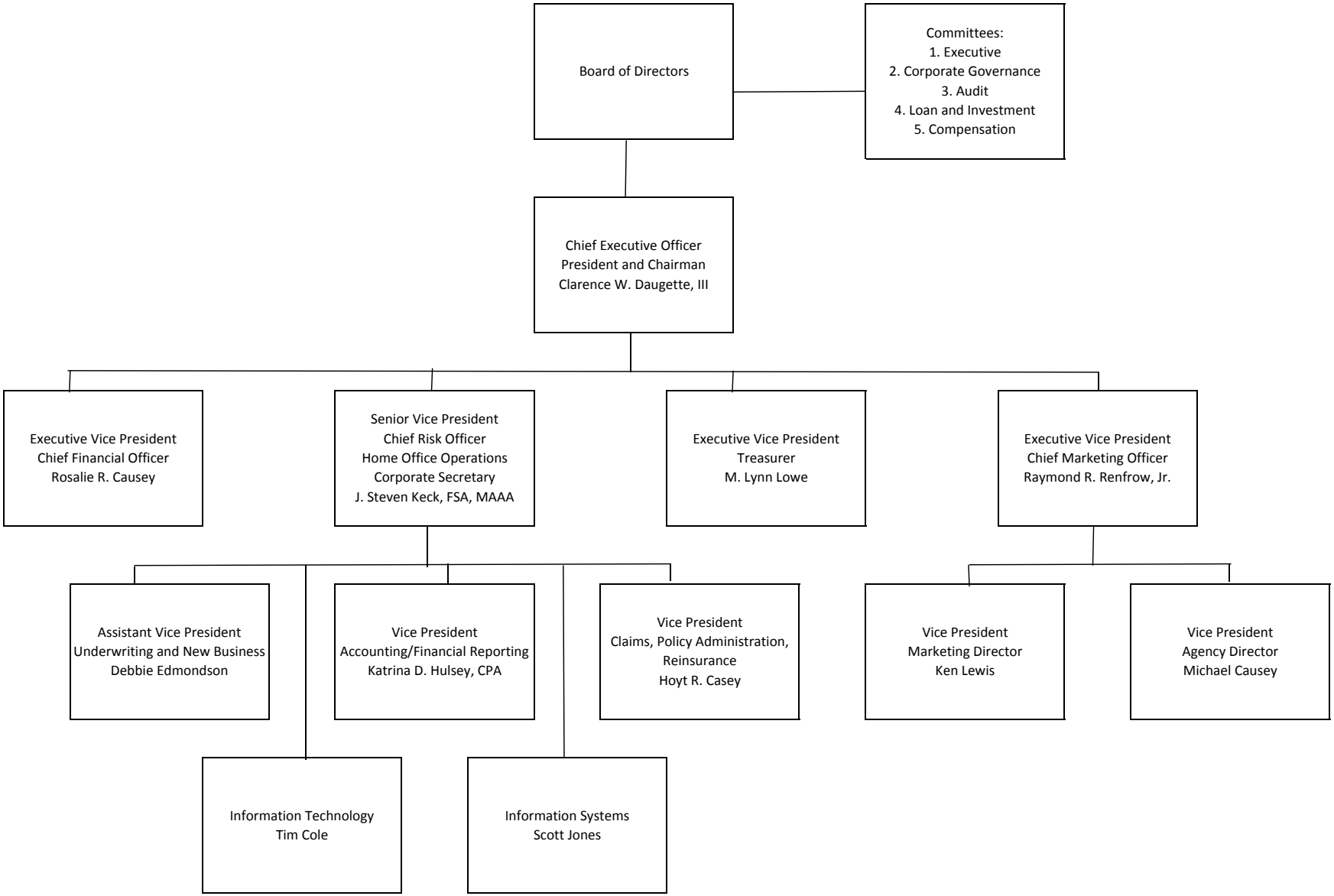LICOA ORGANIZATIONAL CHART