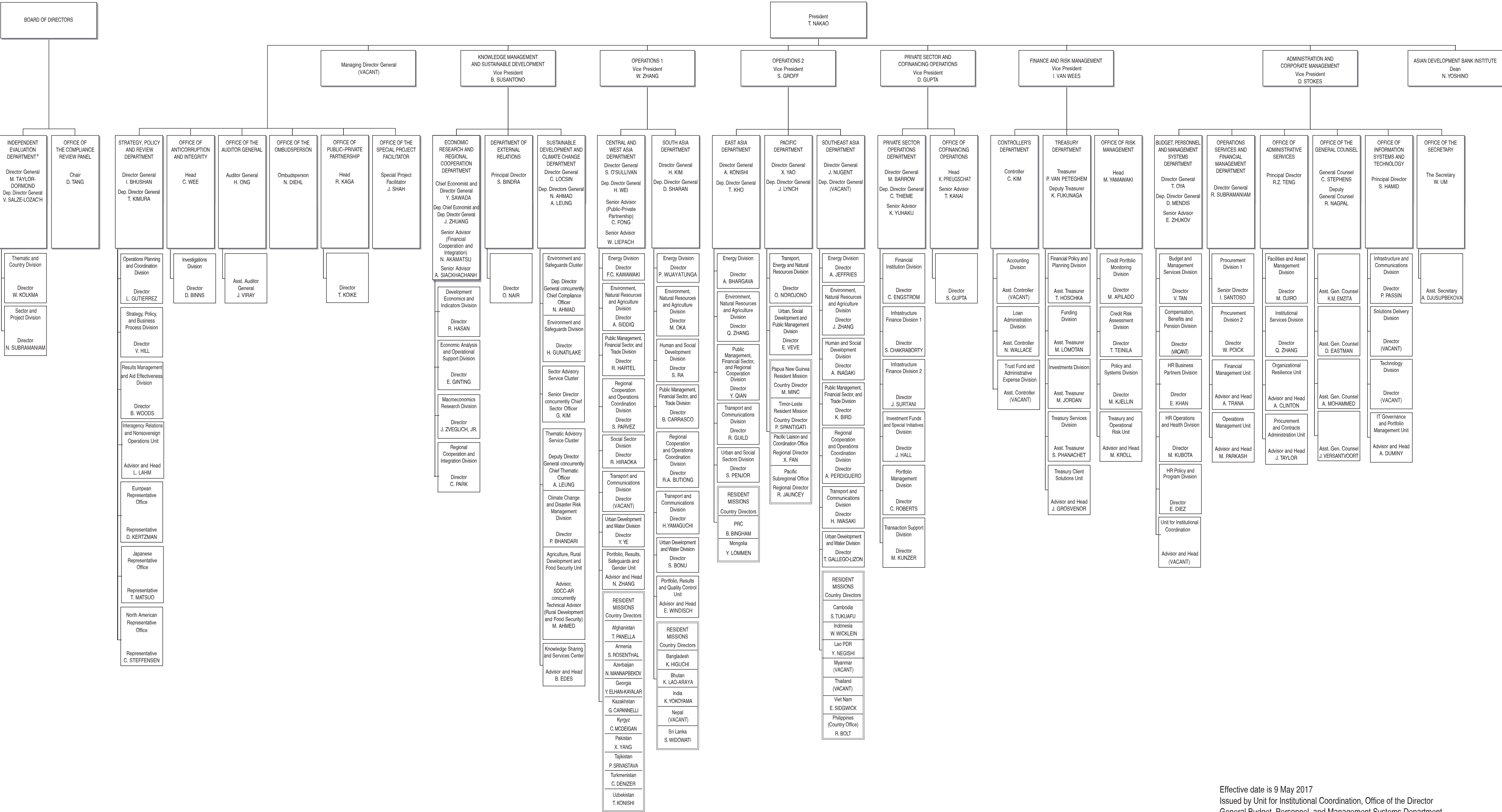




ORGANIZATION CHART



<sup>a</sup> IED reports to the Board of Directors through the Development Effectiveness Committee.