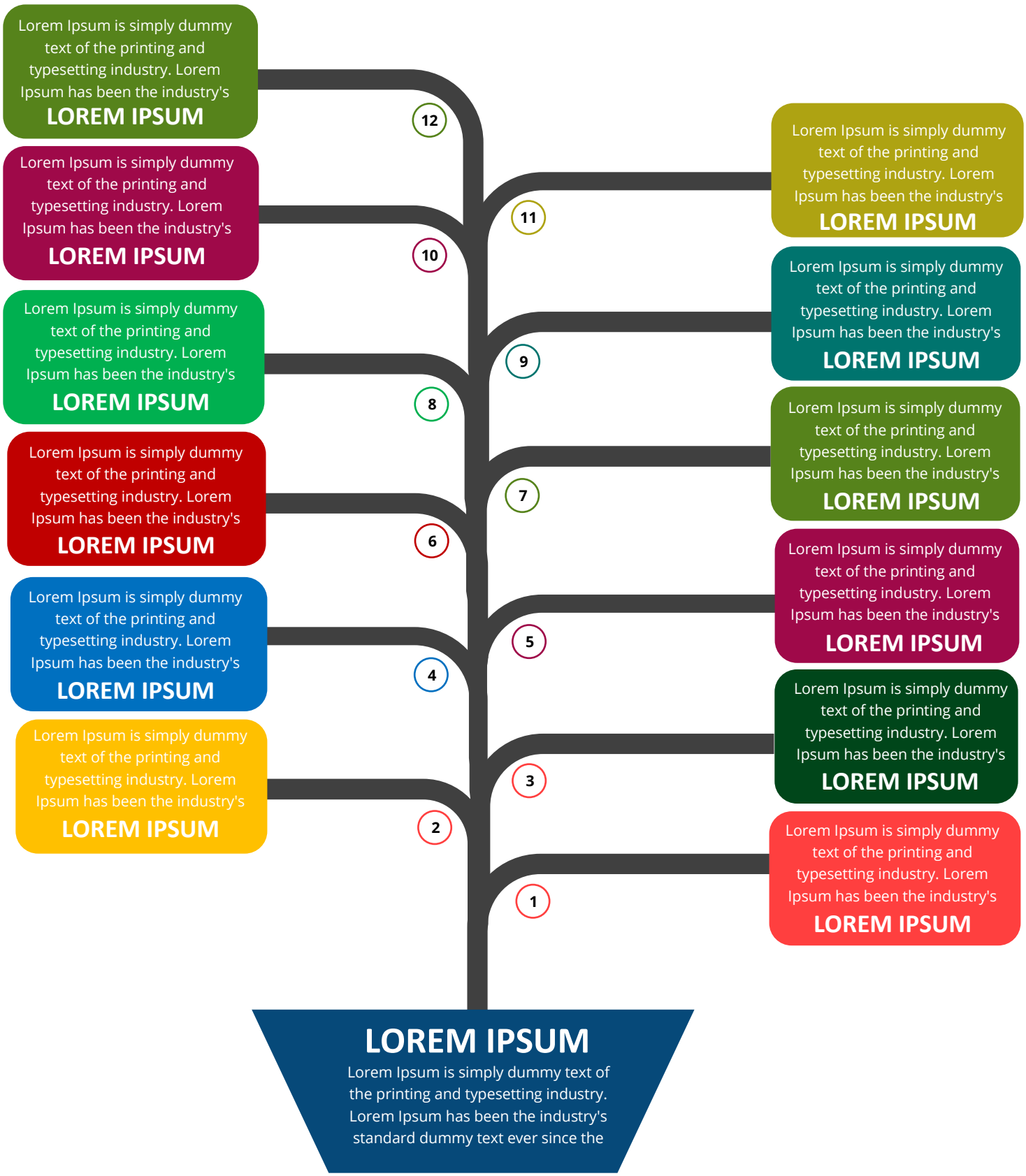MATRIX ORGANIZATIONAL CHART