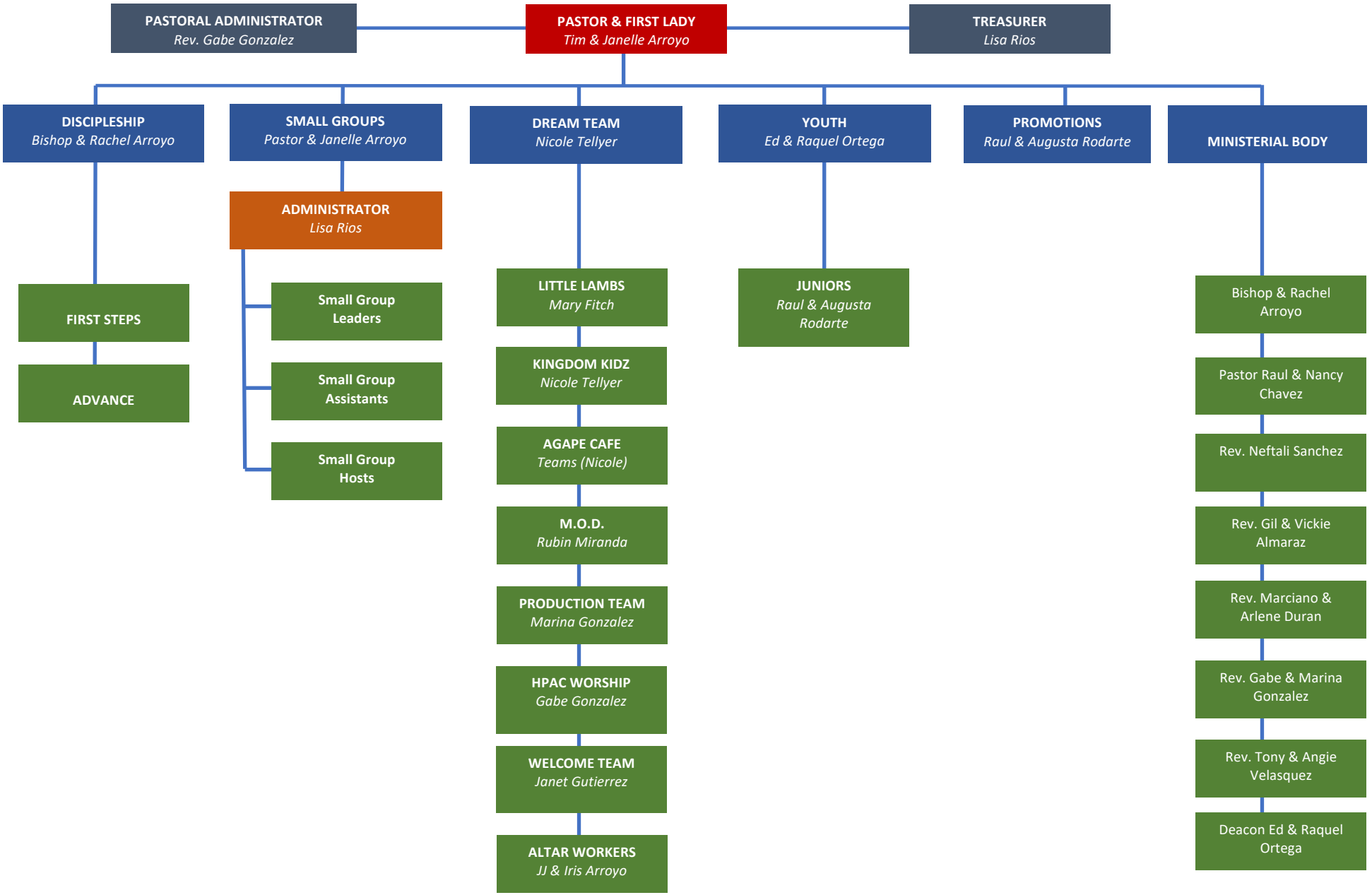2023 ORGANIZATIONAL CHART