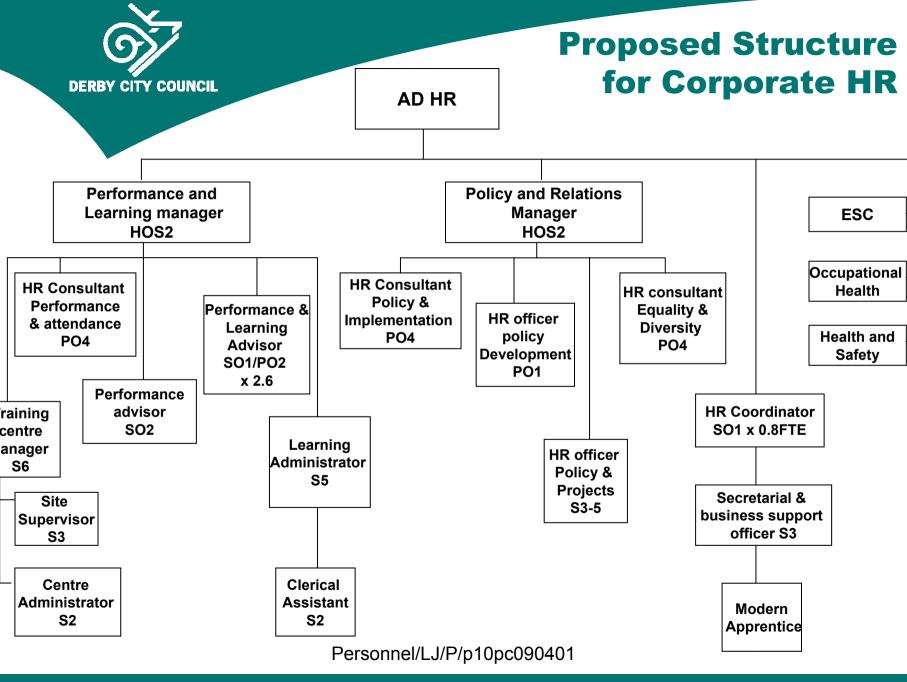
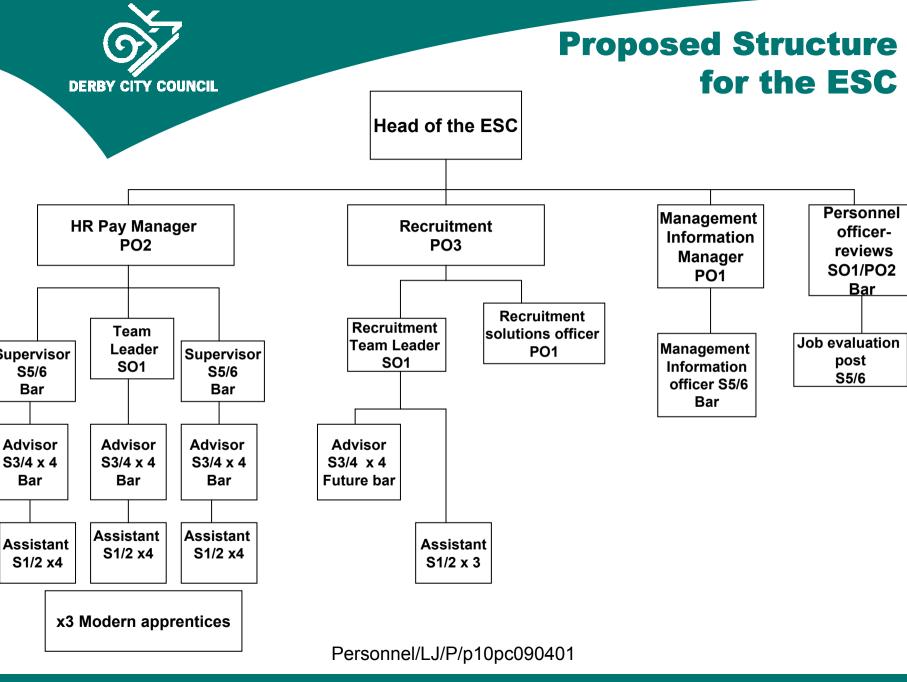
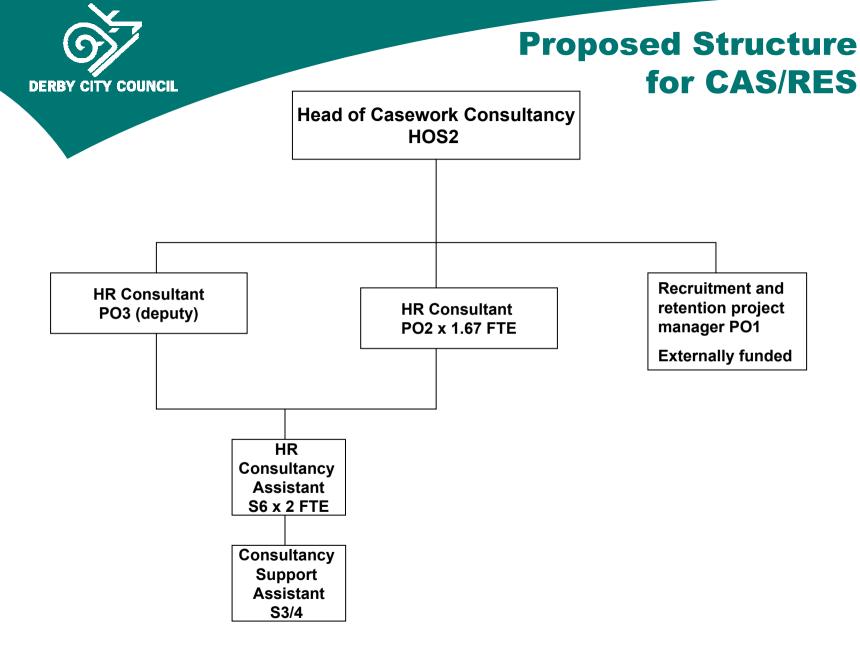


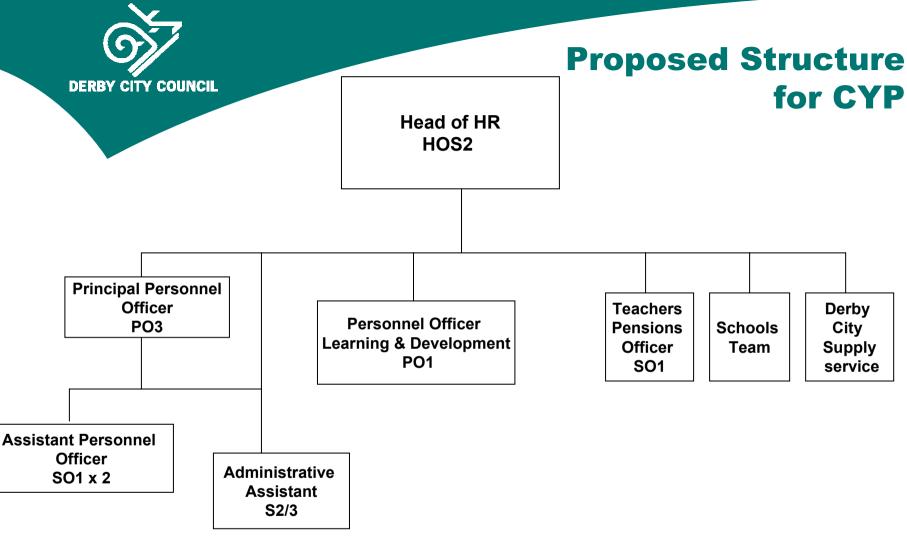
HR REVIEW

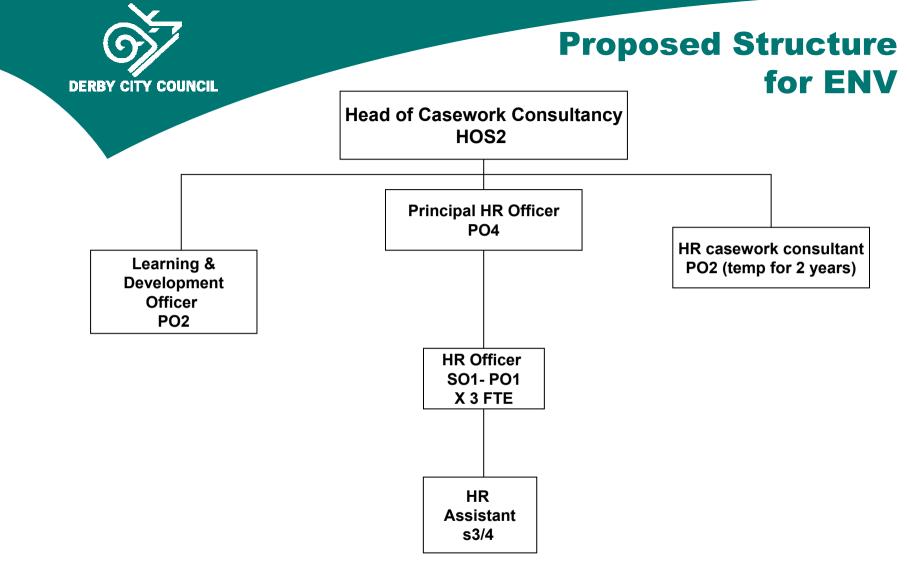
PROPOSED NEW STRUCTURES













Proposed Structure for R&C

