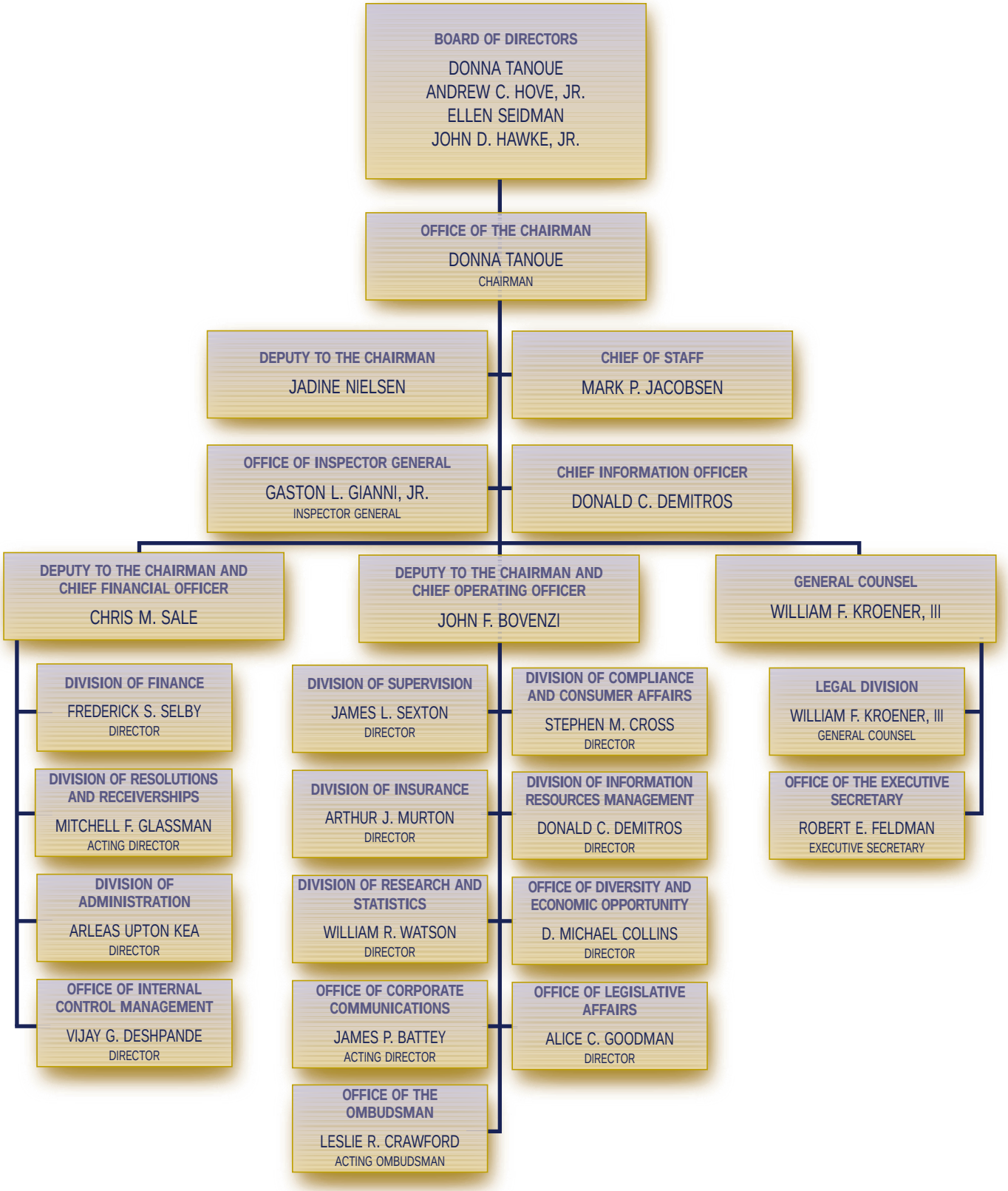ORGANIZATION CHART AS OF DECEMBER 31, 1999