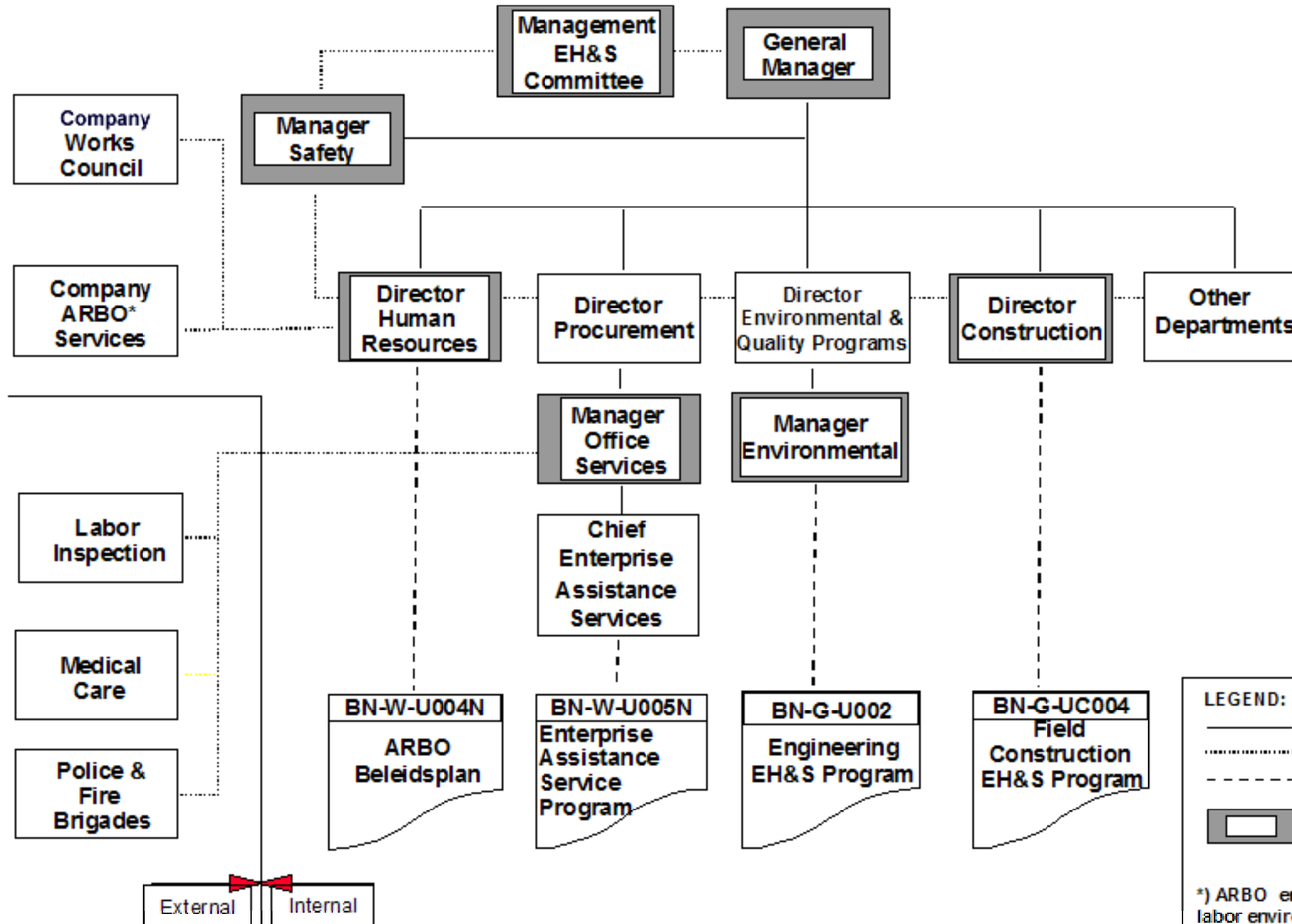


General EH&S Program Organization Chart



LEGEND:

- Lines of authority/responsibility
- Lines of communication/monitor
- - - - Maintains Program
- ▭ Members of the Management EH&S Committee

*) ARBO encompasses labor conditions, labor environment, health and welfare, etc.