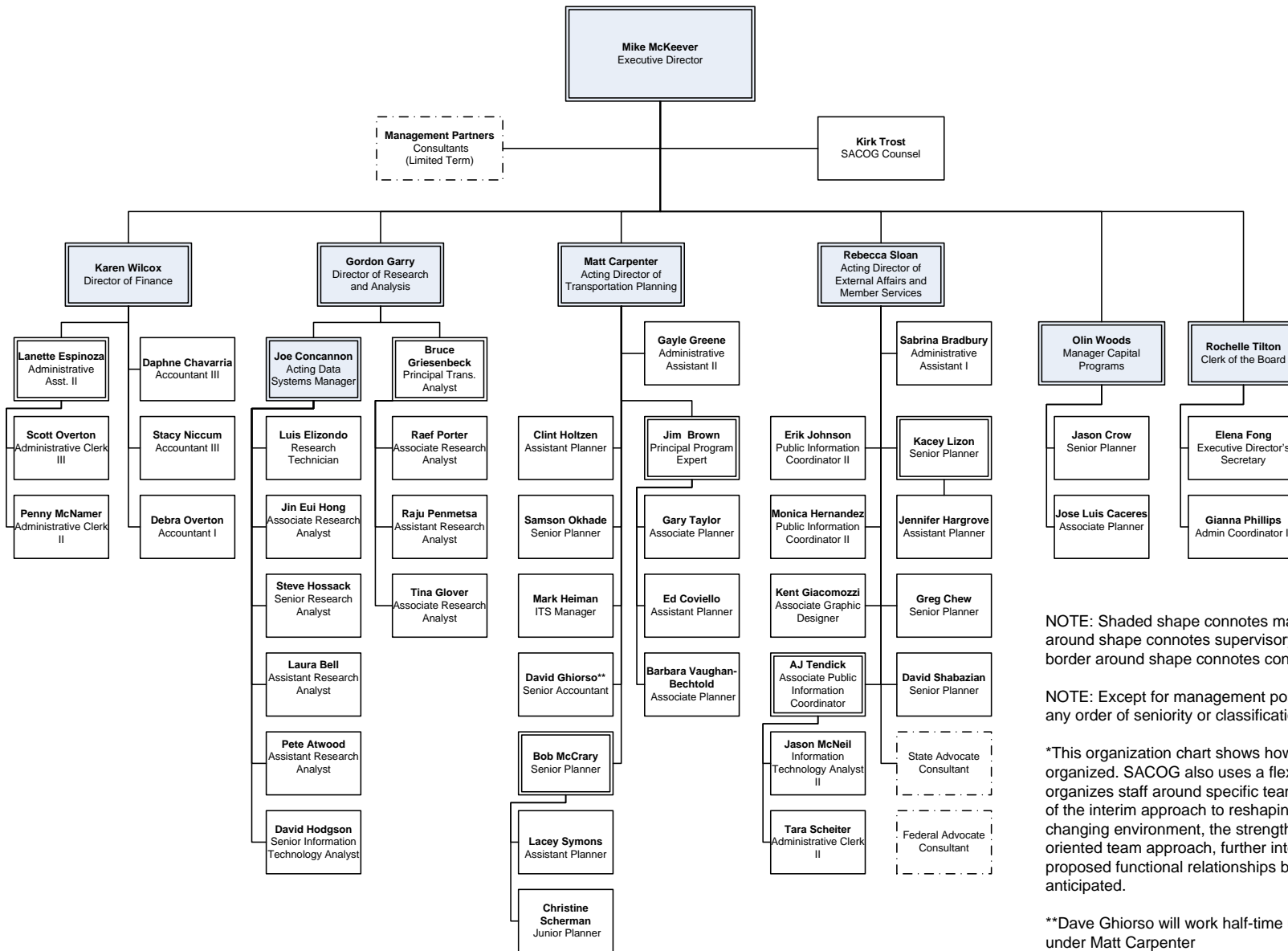


SACOG FUNCTIONAL ORGANIZATION STRUCTURE*



NOTE: Shaded shape connotes management team, double border around shape connotes supervisory level position. Dashed line border around shape connotes consultant.

NOTE: Except for management positions, staff are not listed in any order of seniority or classification.

*This organization chart shows how functional areas are organized. SACOG also uses a flexible team structure which organizes staff around specific team projects as needed. As part of the interim approach to reshaping the organization around our changing environment, the strengths of staff and our project oriented team approach, further internal adjustments to the proposed functional relationships below the director level are anticipated.

**Dave Ghorso will work half-time under Olin Woods and half-time under Matt Carpenter