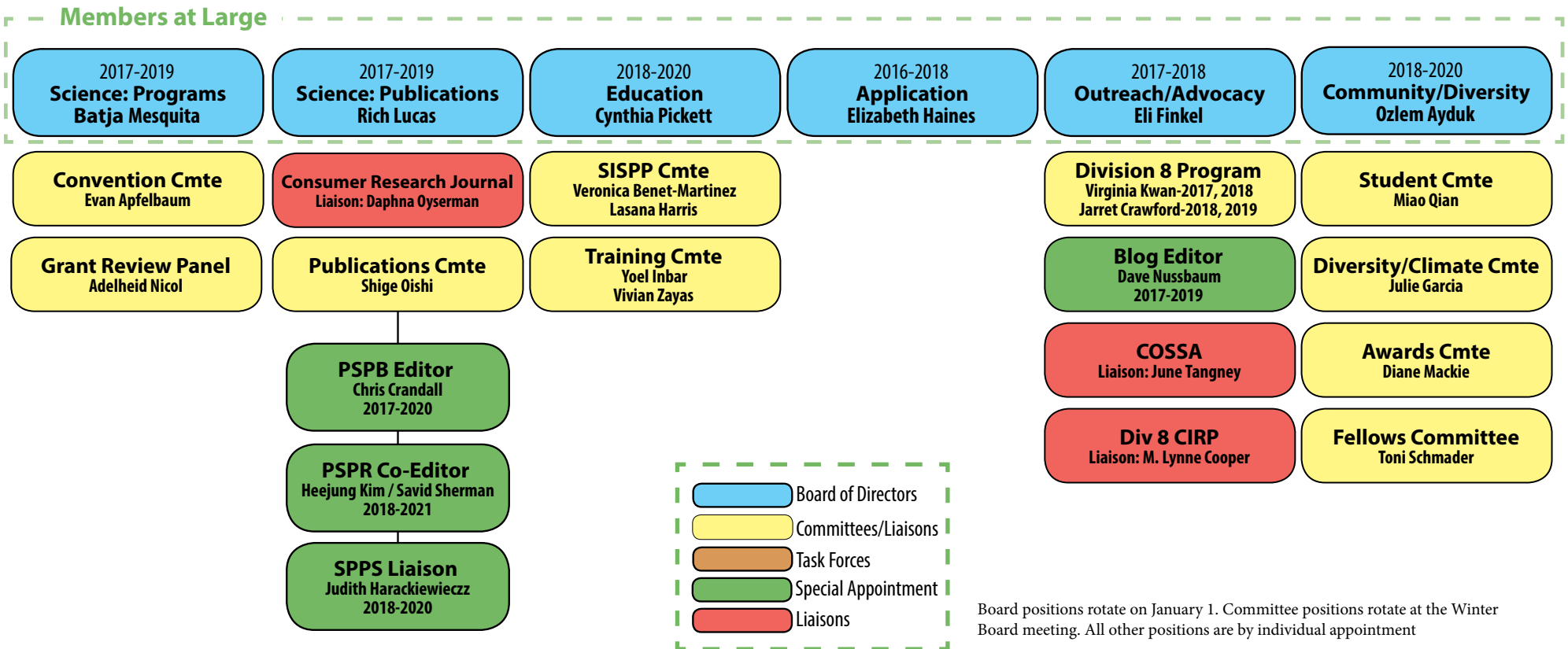
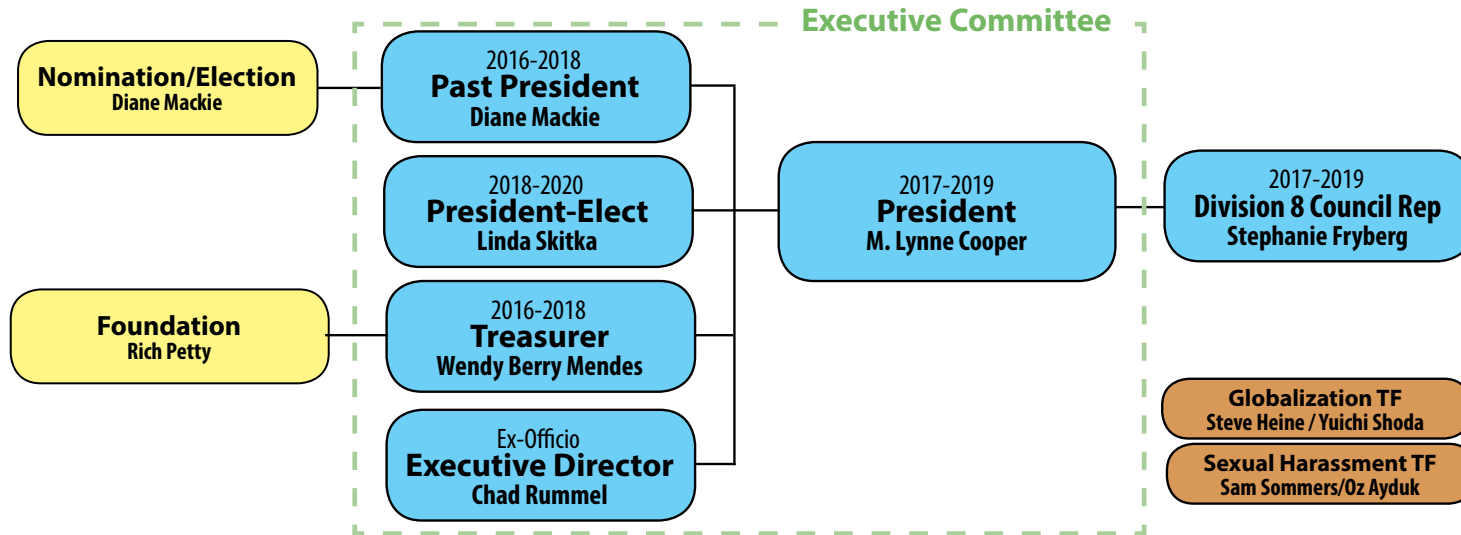




# SPSP INC., ORGANIZATIONAL CHART



Board positions rotate on January 1. Committee positions rotate at the Winter Board meeting. All other positions are by individual appointment