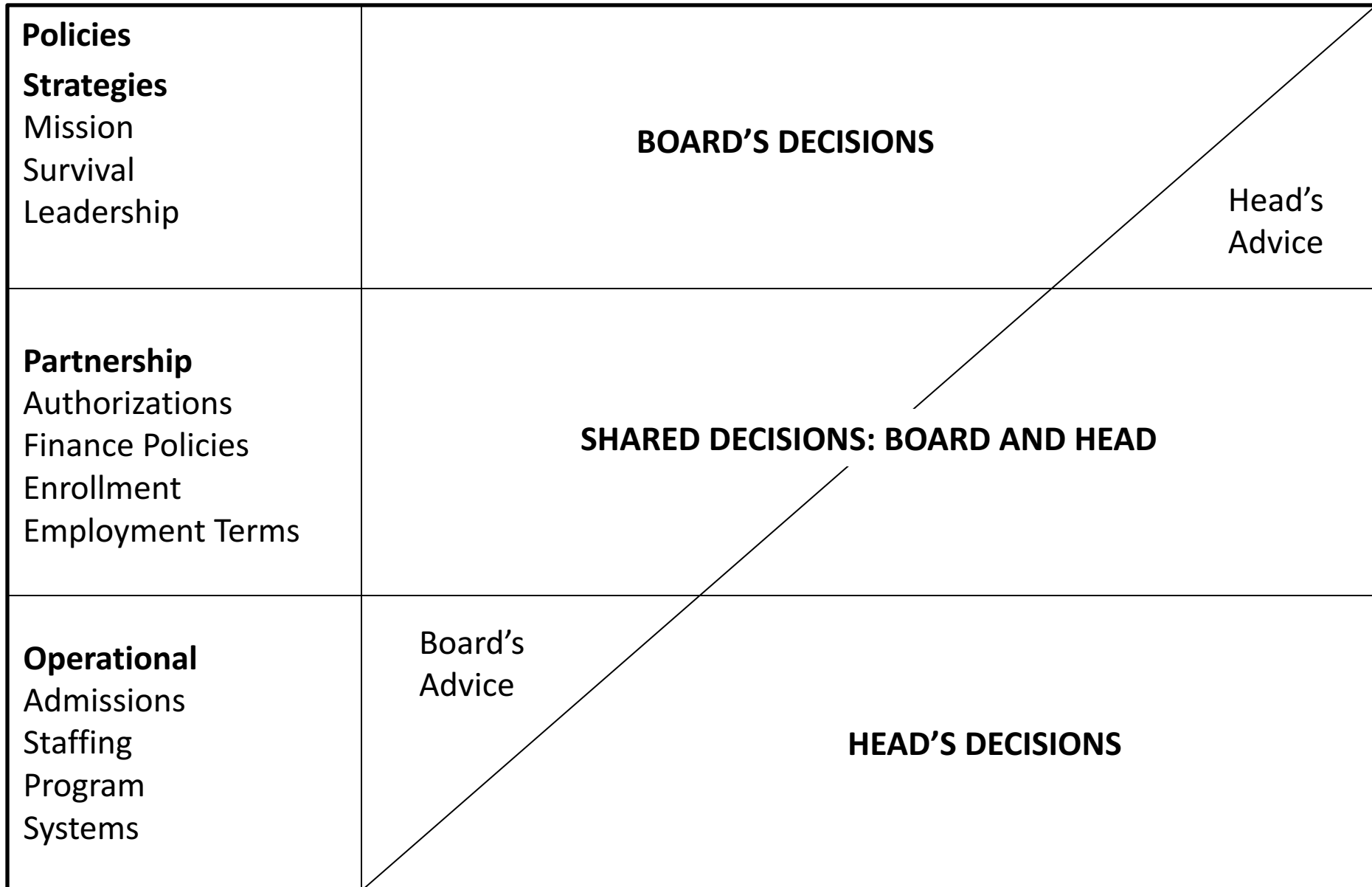


Design of the Board-Head Partnership



This chart shows the appropriate allocation of the Board's and the Head's time.