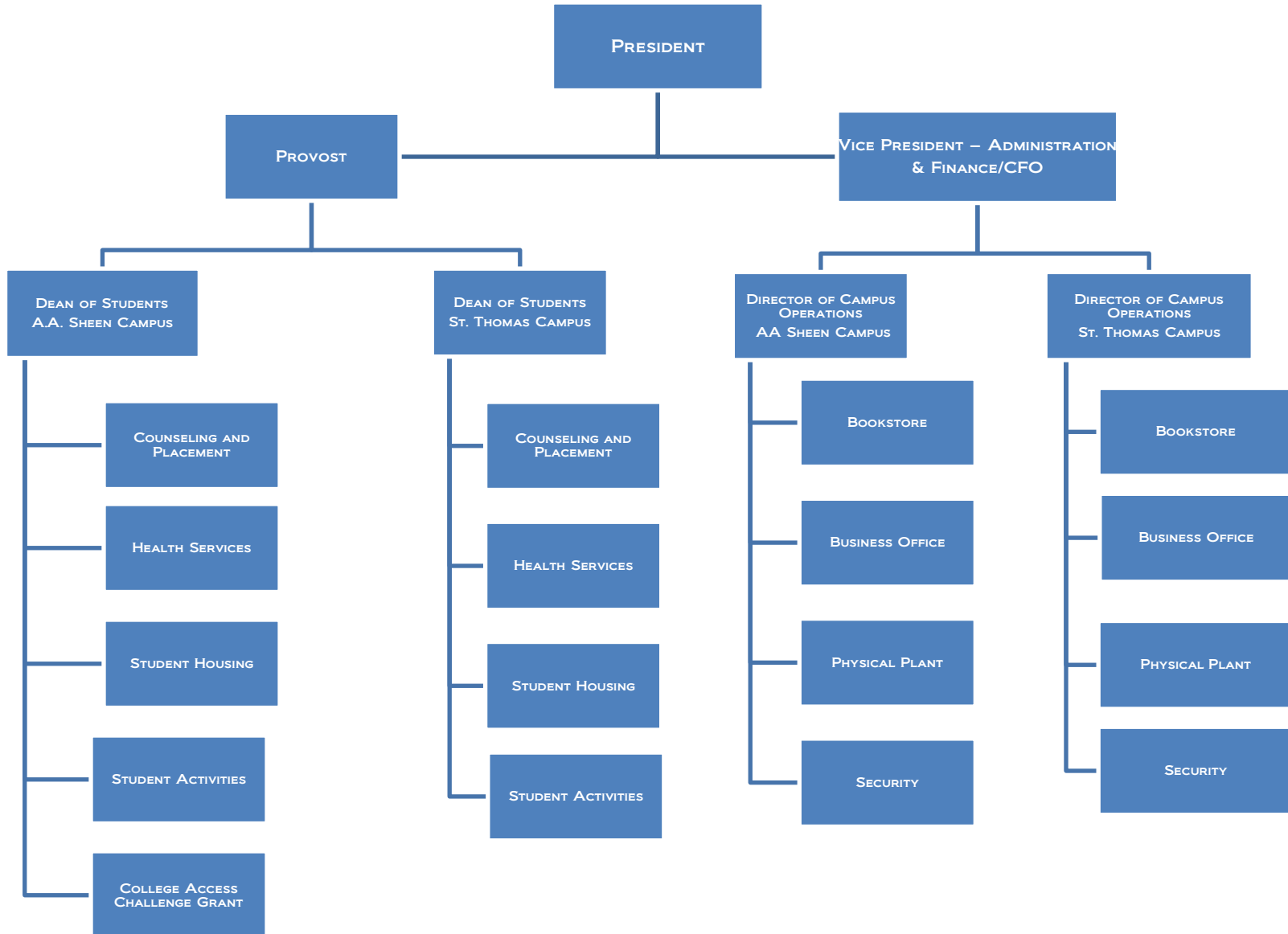


APPROVED ORGANIZATIONAL STRUCTURE: EFFECTIVE JULY 1, 2012



APPROVED BY UVI BOARD OF TRUSTEES: JUNE 9, 2012