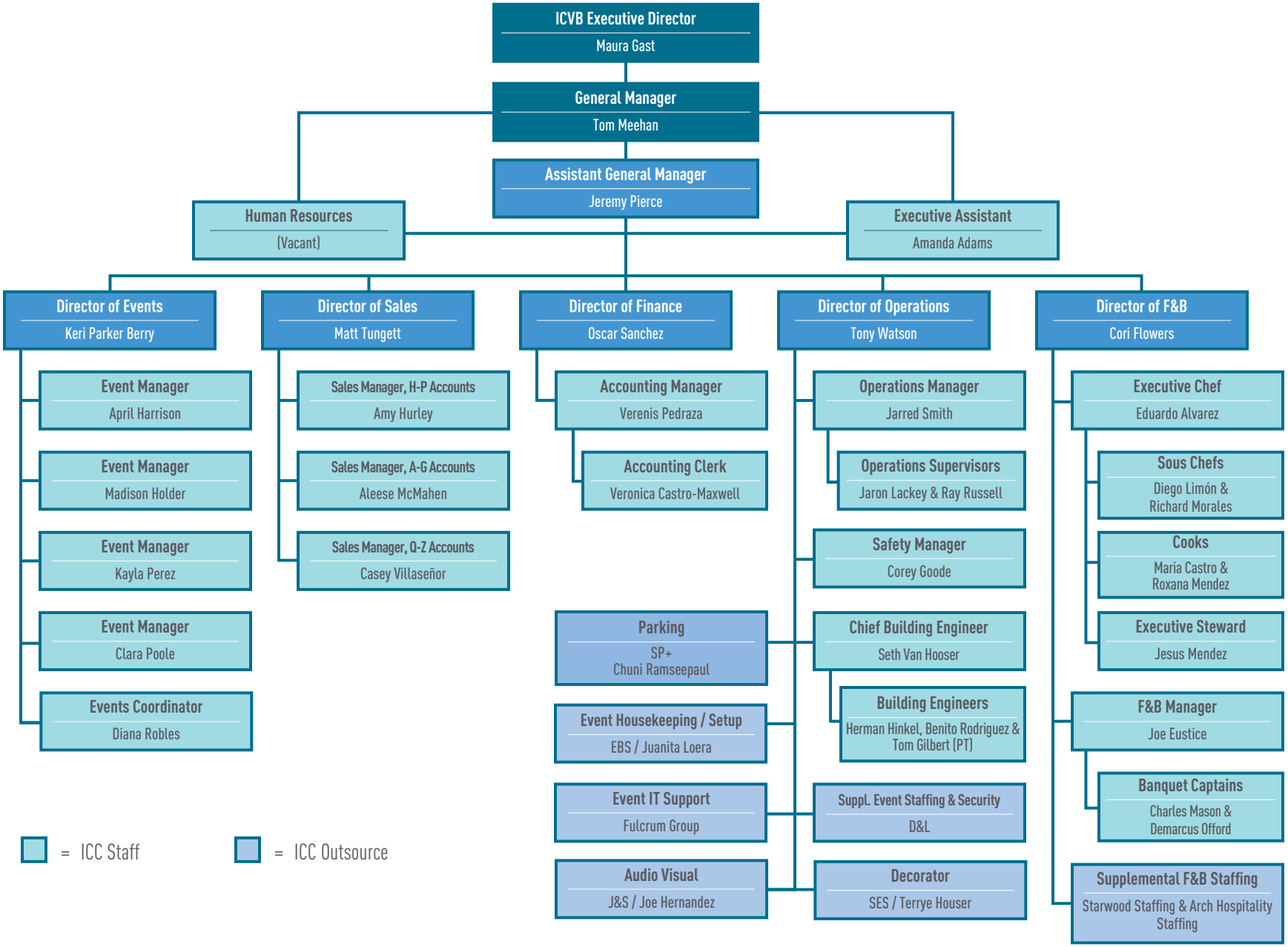ICC Organizational Chart