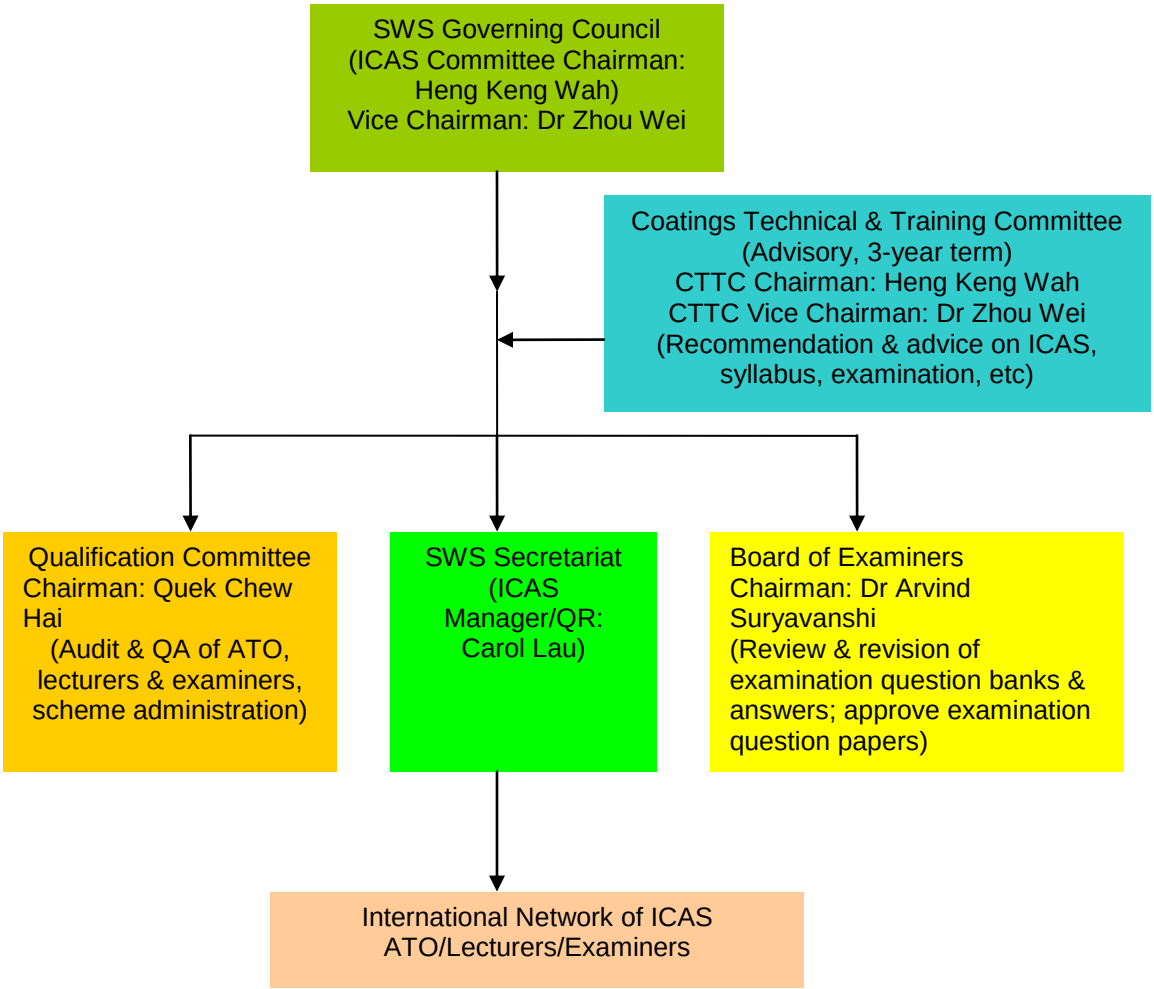ICAS Organizational Chart