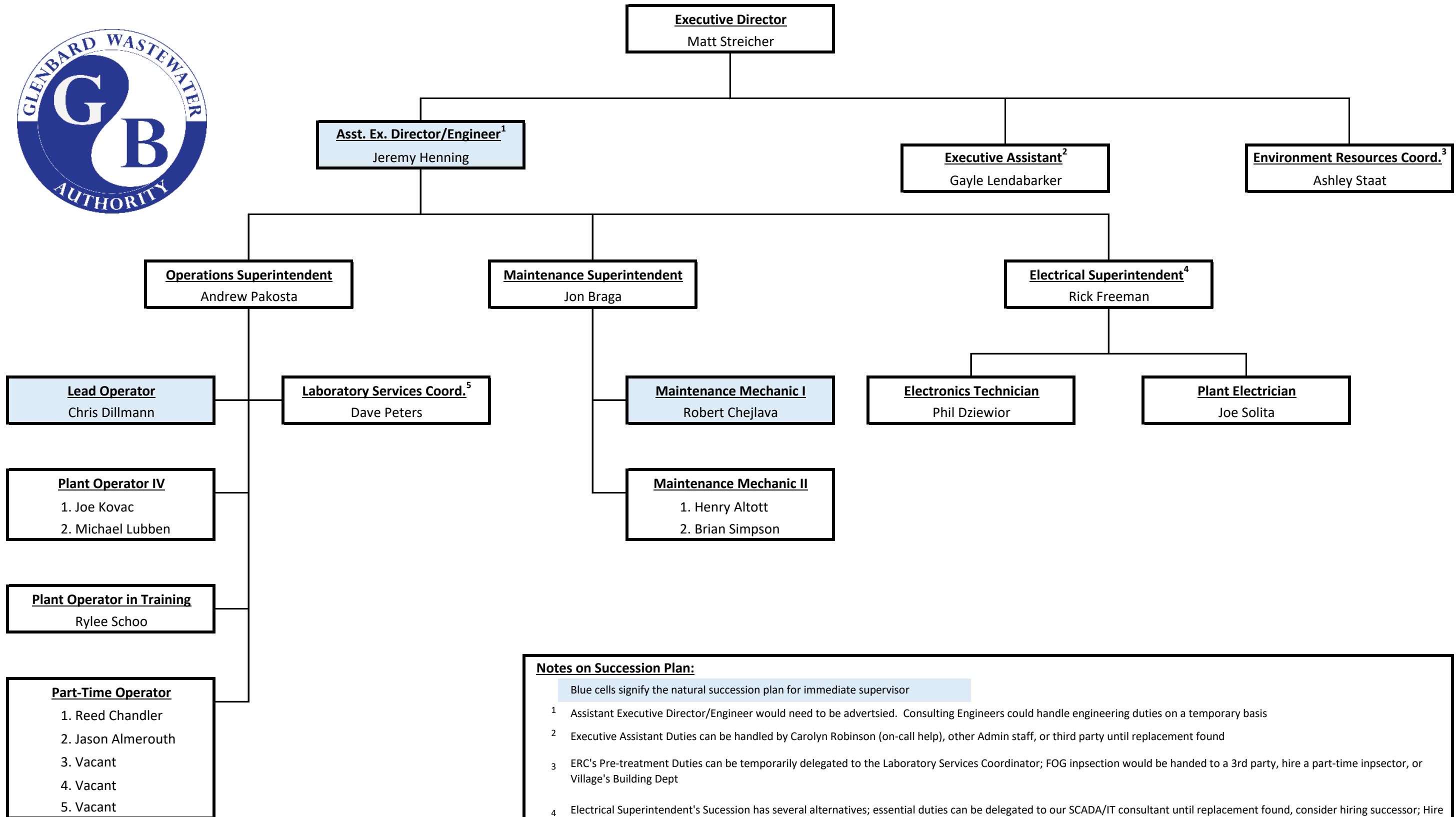


GWA Organizational Chart w/Succession Planning



Notes on Succession Plan:

Blue cells signify the natural succession plan for immediate supervisor

¹ Assistant Executive Director/Engineer would need to be advertised. Consulting Engineers could handle engineering duties on a temporary basis

² Executive Assistant Duties can be handled by Carolyn Robinson (on-call help), other Admin staff, or third party until replacement found

³ ERC's Pre-treatment Duties can be temporarily delegated to the Laboratory Services Coordinator; FOG inspection would be handed to a 3rd party, hire a part-time inspector, or Village's Building Dept

⁴ Electrical Superintendent's Succession has several alternatives; essential duties can be delegated to our SCADA/IT consultant until replacement found, consider hiring successor; Hire an Electrical Engineer, who would also supervise electrical group; Hire an IT Specialist, restructure departments so that Electrical is part of Maintenance

⁵ Laboratory work can be performed by several operators or the Environmental Services Coordinator until a replacement is found