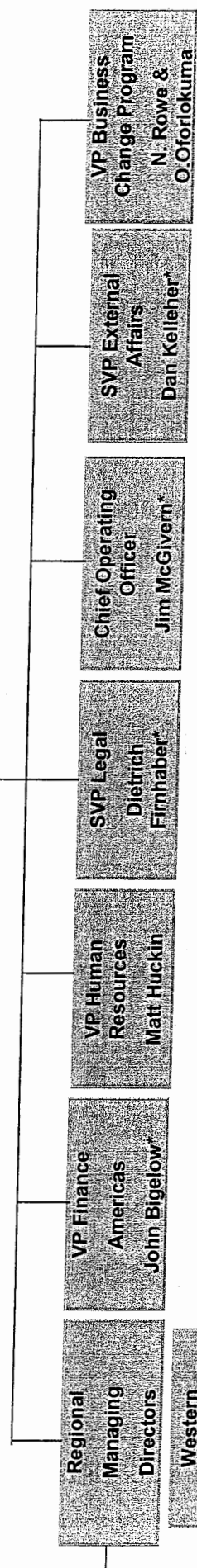


The New Structure: The Executive Management Team Direct Reports to the President



**President
Jeremy Pelczer***



Regional Managing Directors

Western
Paul Townsley
See Page 8

Central
Terry Gloriod
See Page 9

Southeastern
Bob Ross
See Page 10

Northeastern
Andrew Chapman
See Page 11

Chile
Eduardo Verdugo
See Page 17

VP Finance Americas
John Bigelow*

VP Human Resources
Matt Huckin

SVP Legal
Dietrich Firnhaber*

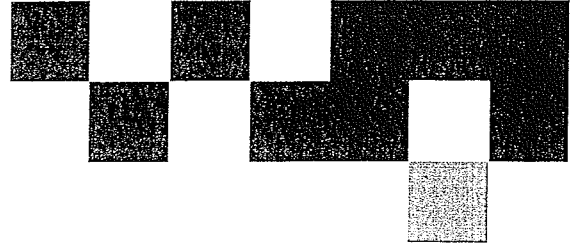
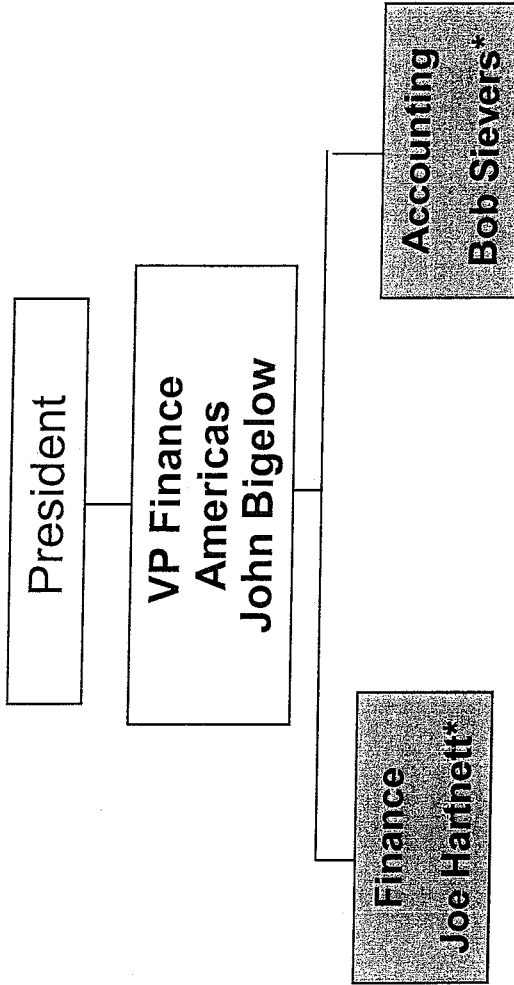
Chief Operating Officer
Jim McGivern*

SVP External Affairs
Dan Kelleher*

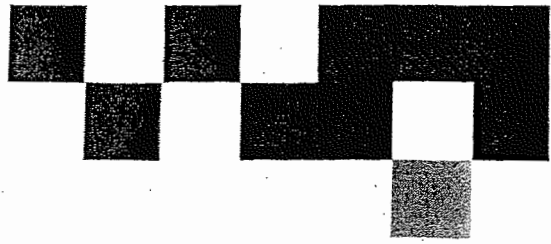
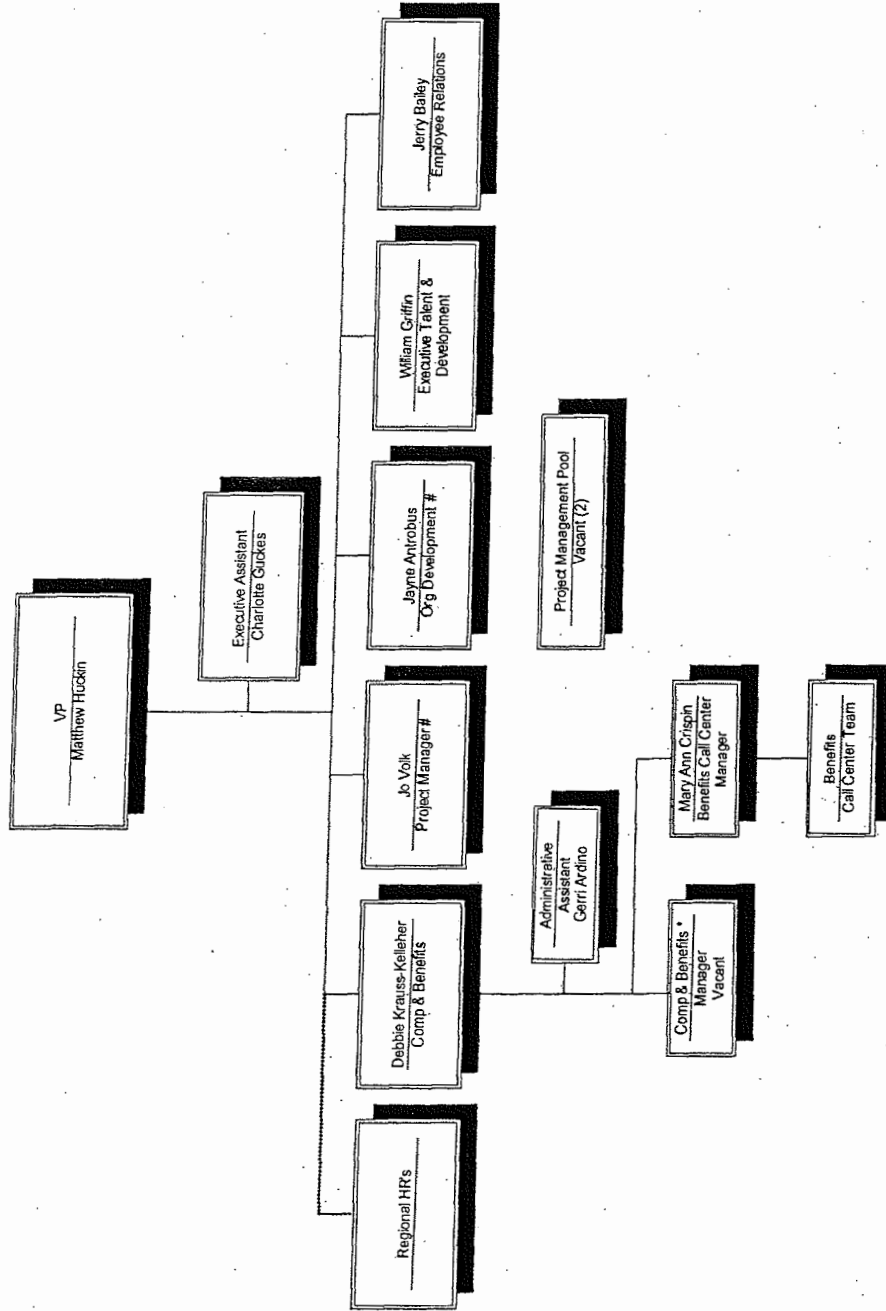
VP Business Change Program
N. Rowe & O. Oforiokuma

* Denotes member of the AW Board

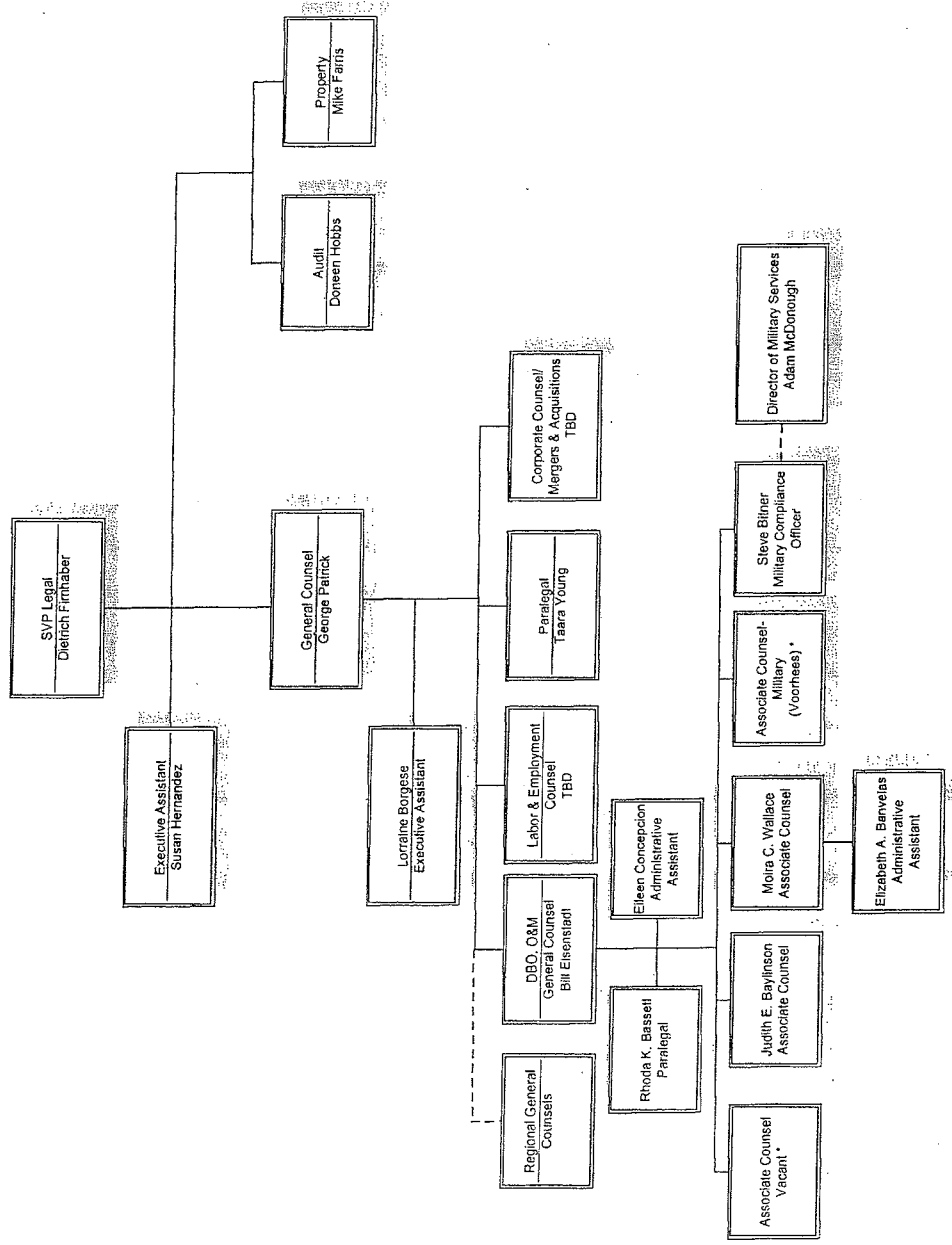
The New Structure: Finance Function



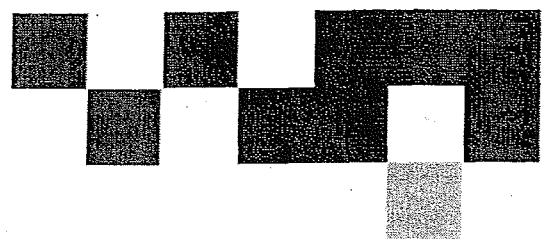
Business Center – Human Resources



Business Center – Legal – DBO O&M

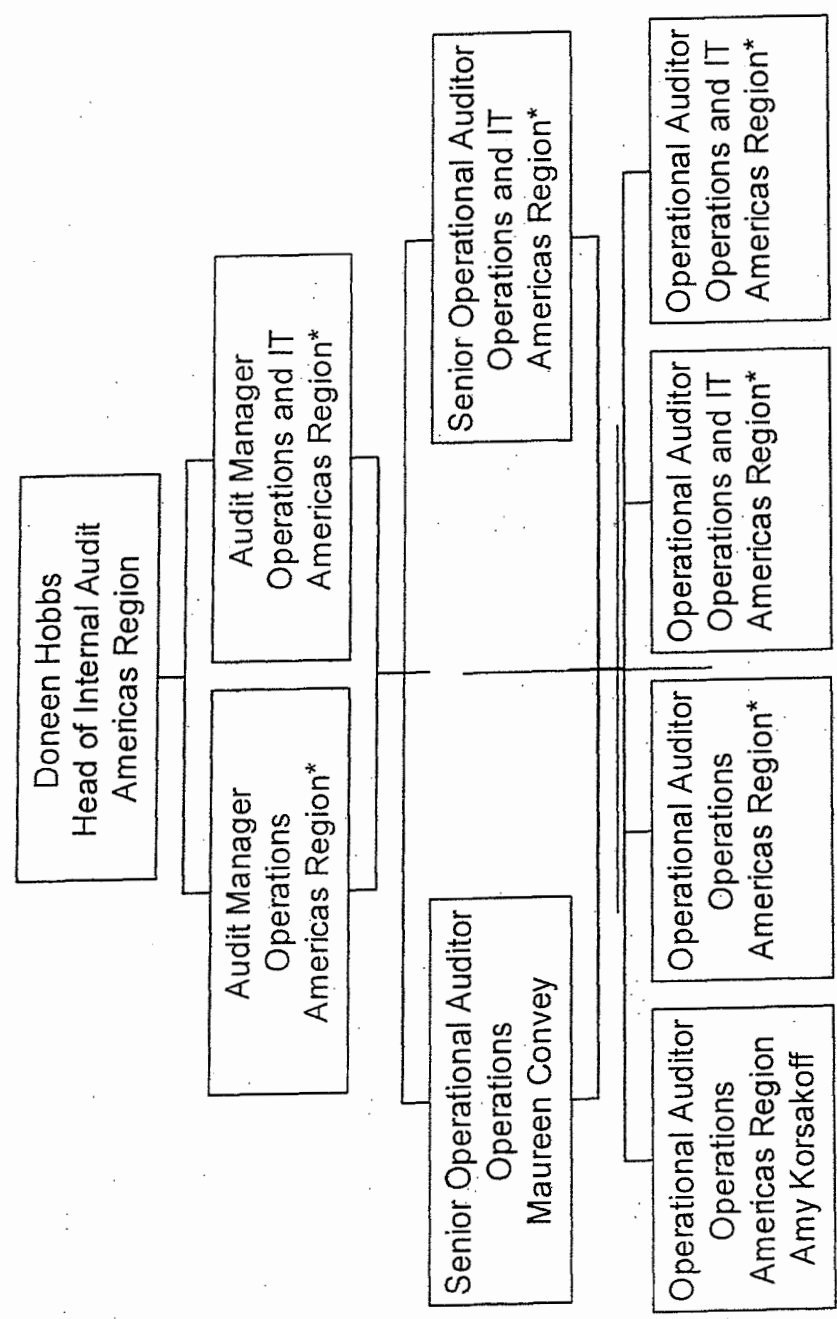


* Posted on 4/14/04

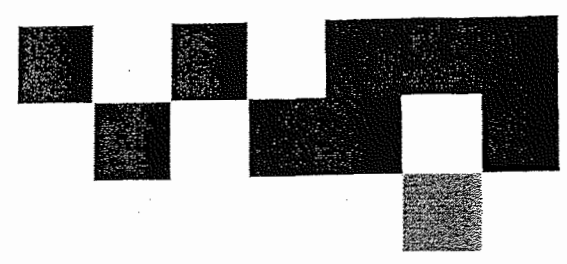




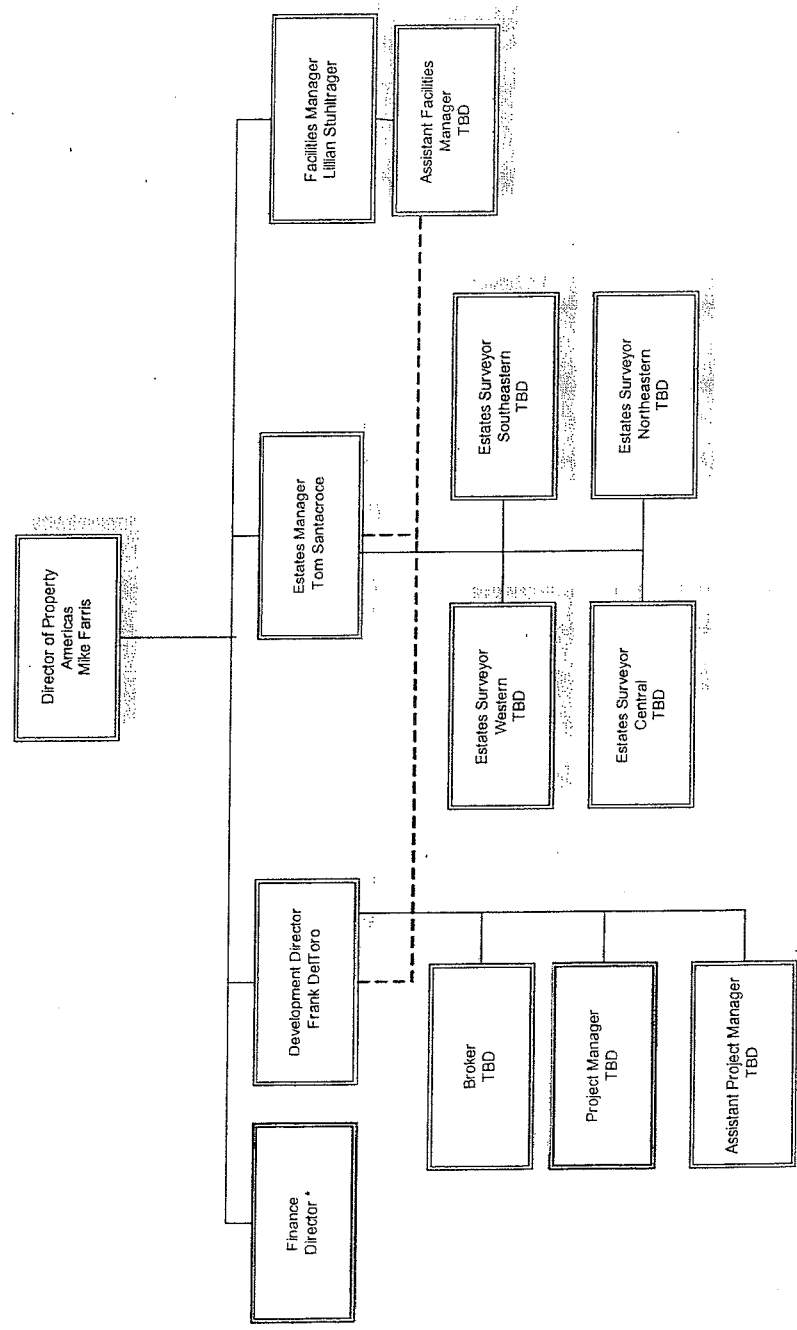
Business Center - Internal Audit



* Posted in Phase 3, Wave 1



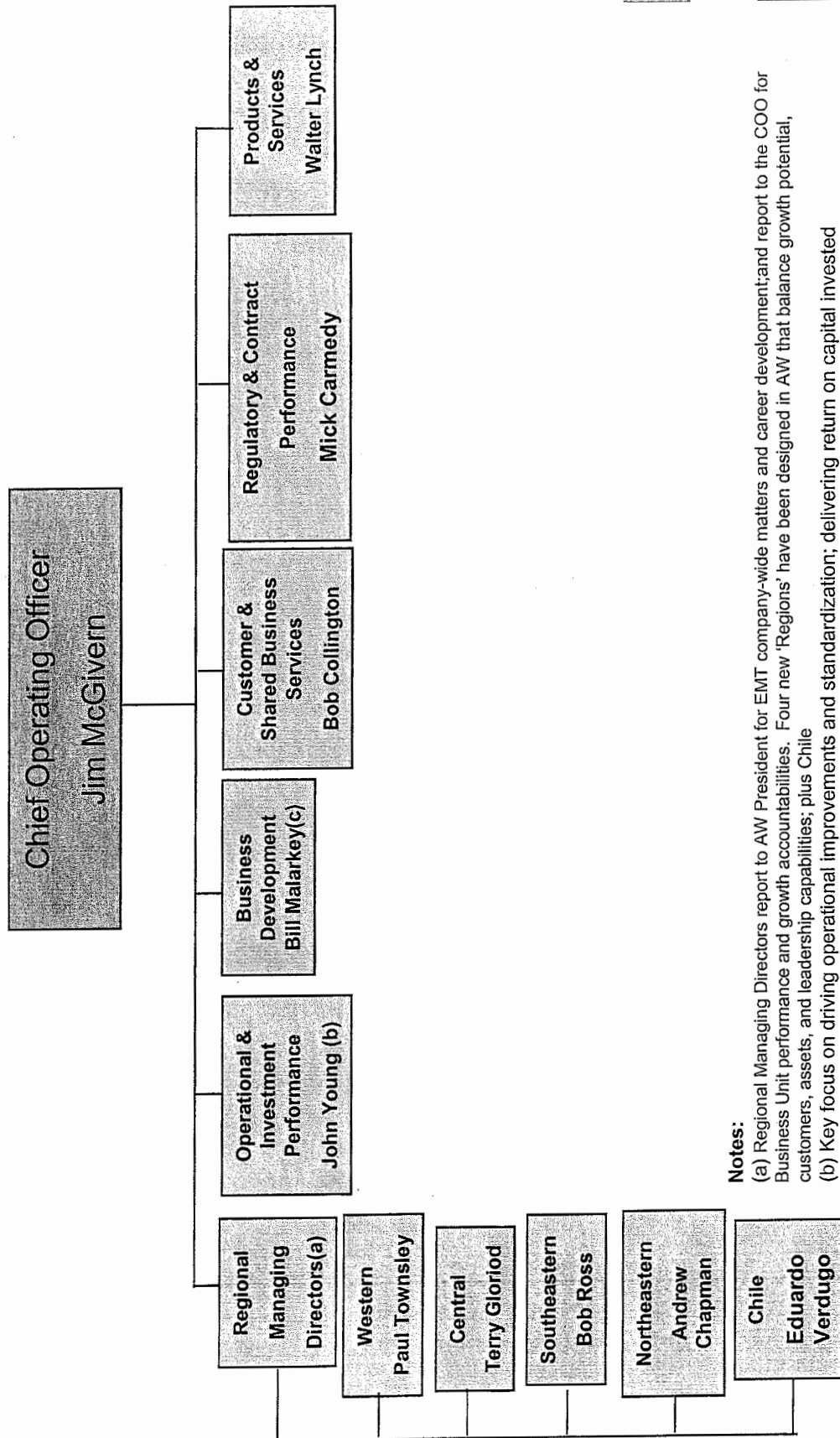
Business Center – Property



* Posted on 4/14/04

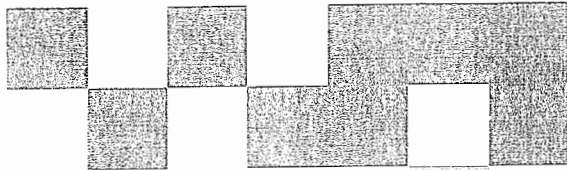


The New Structure: Chief Operating Officer Team



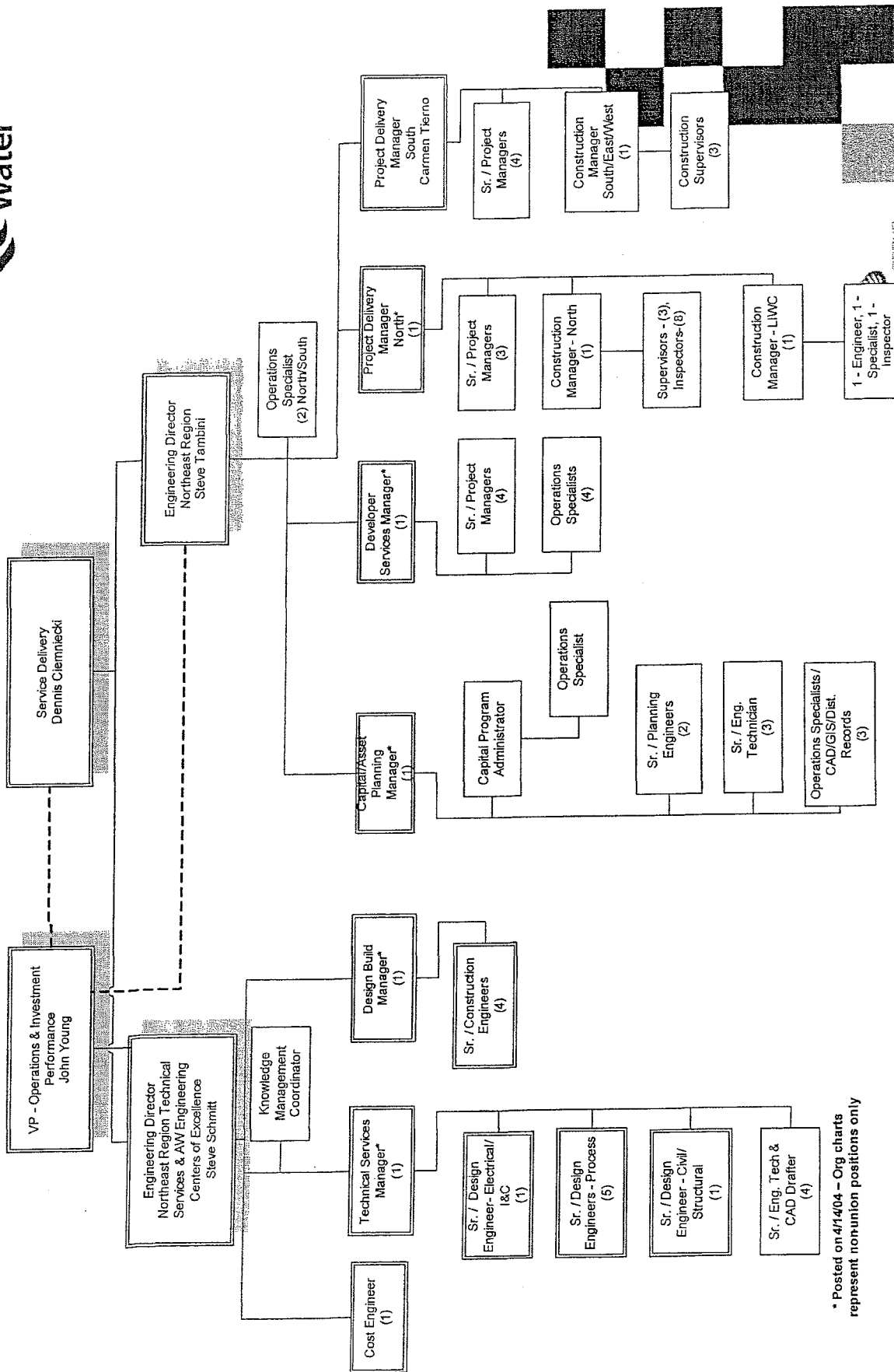
Notes:

- (a) Regional Managing Directors report to AW President for EMT company-wide matters and career development; and report to the COO for Business Unit performance and growth accountabilities. Four new 'Regions' have been designed in AW that balance growth potential, customers, assets, and leadership capabilities; plus Chile
- (b) Key focus on driving operational improvements and standardization; delivering return on capital invested
- (c) Each business region is "matched" with a lead business development manager who reports to the MD of the region and functionally to the head of the Business Development within the COO team. These regional roles to be confirmed in Phase 2.



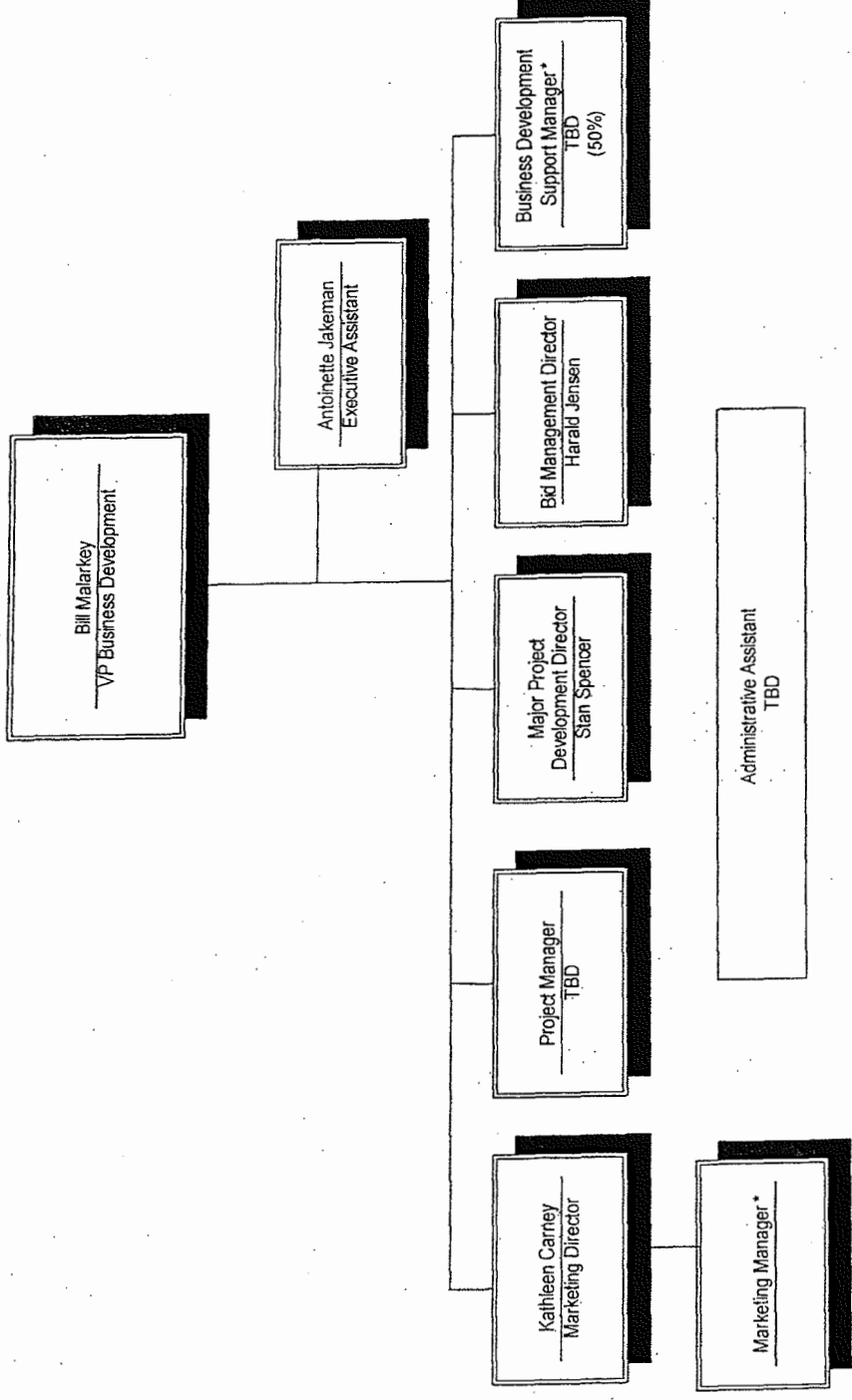


Northeast Region - Engineering

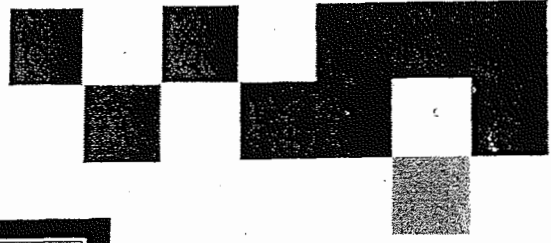


* Posted on 4/14/04 - Org charts represent non-union positions only

Business Center – Business Development

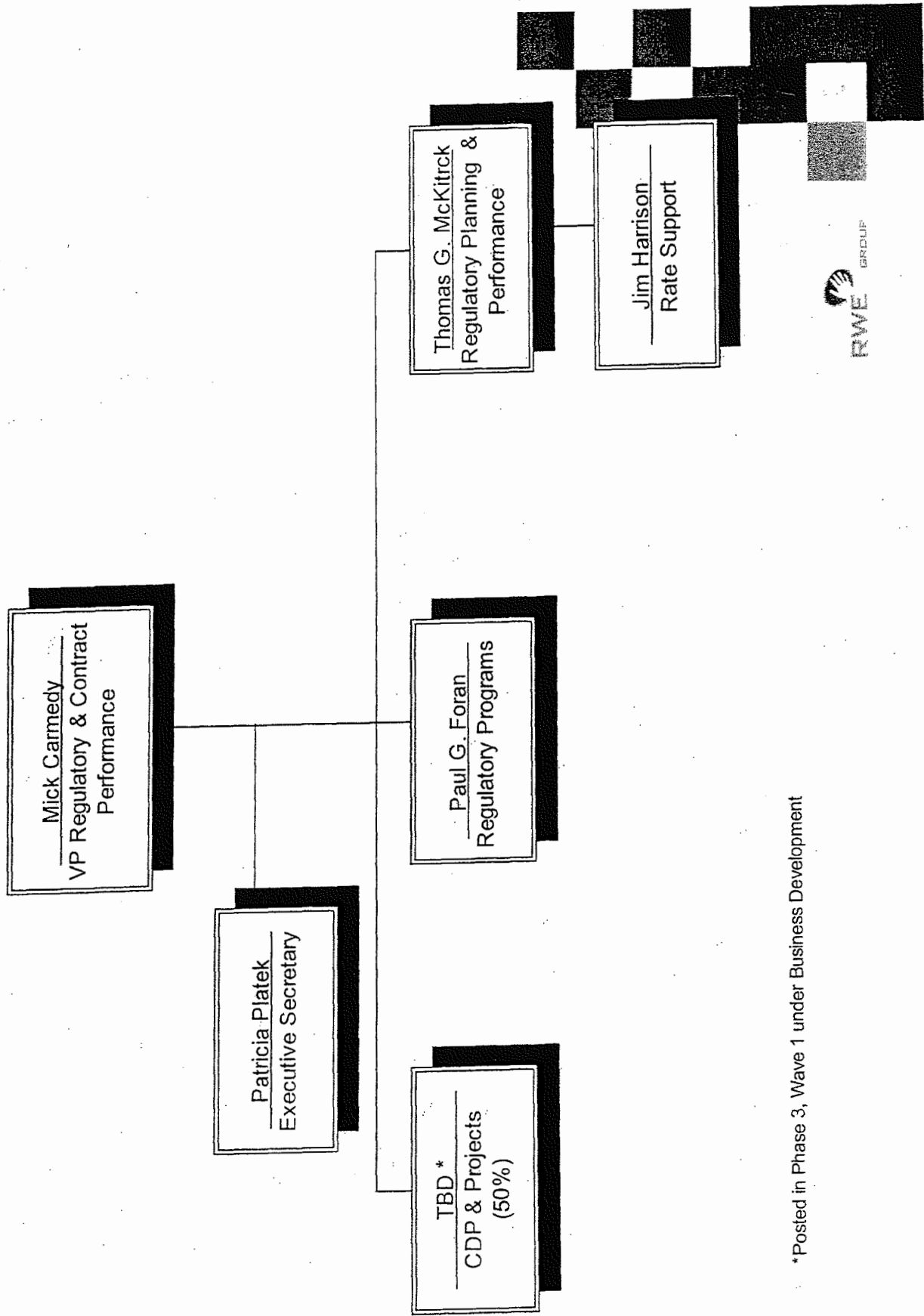


*Posted in Phase 3, Wave 1



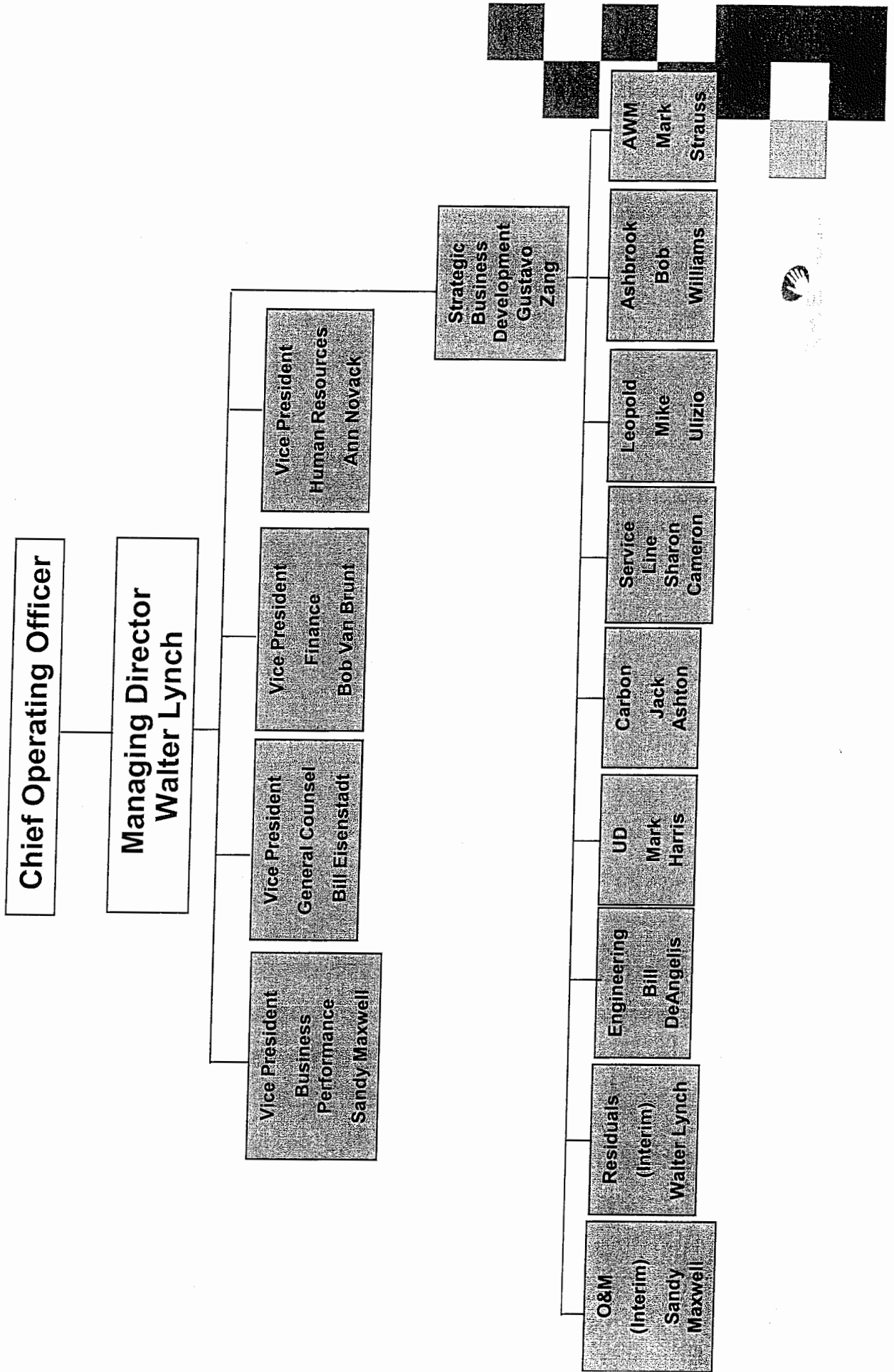


Business Center - Regulatory

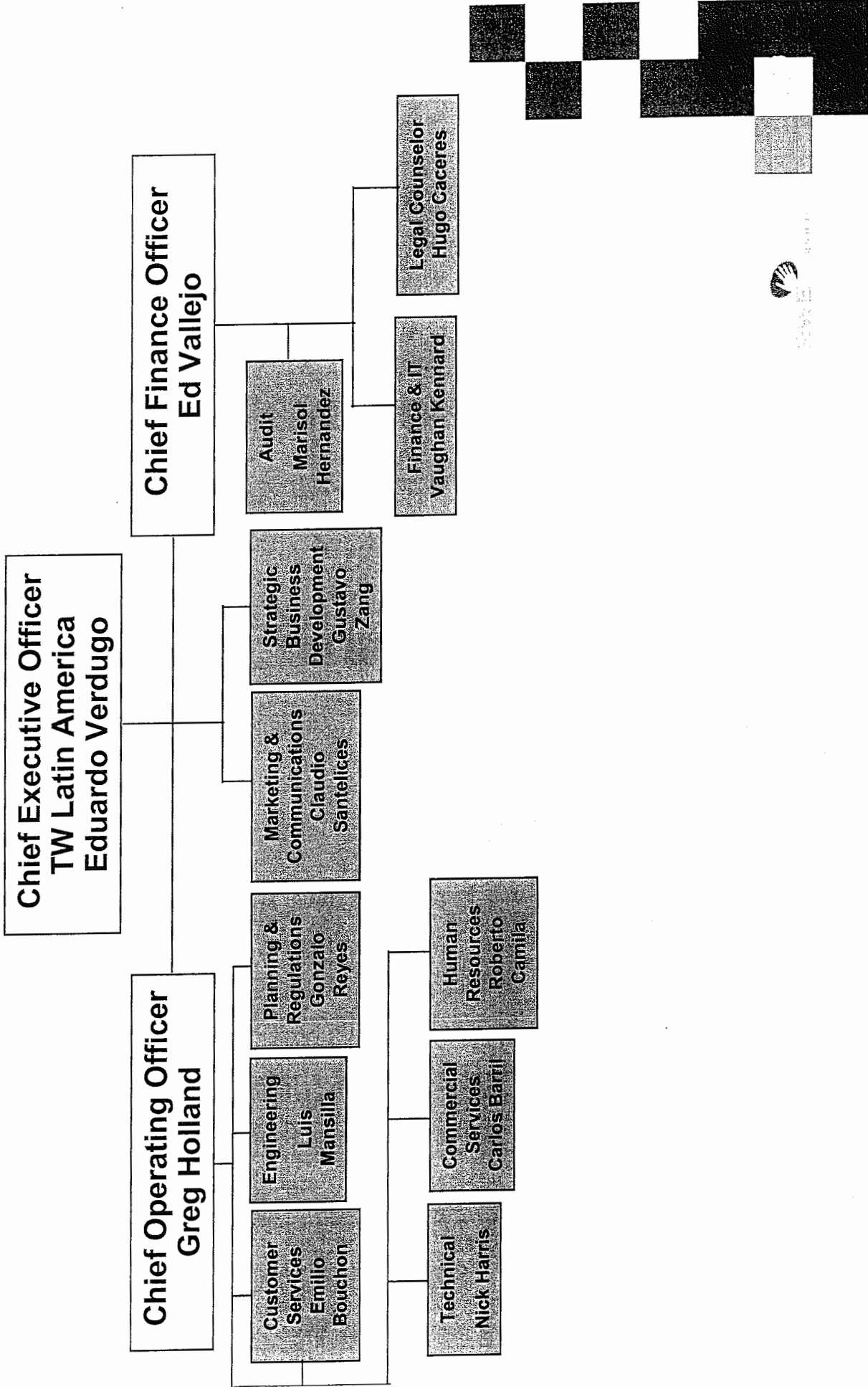


*Posted in Phase 3, Wave 1 under Business Development

The New Structure: Regional Organization: Chile

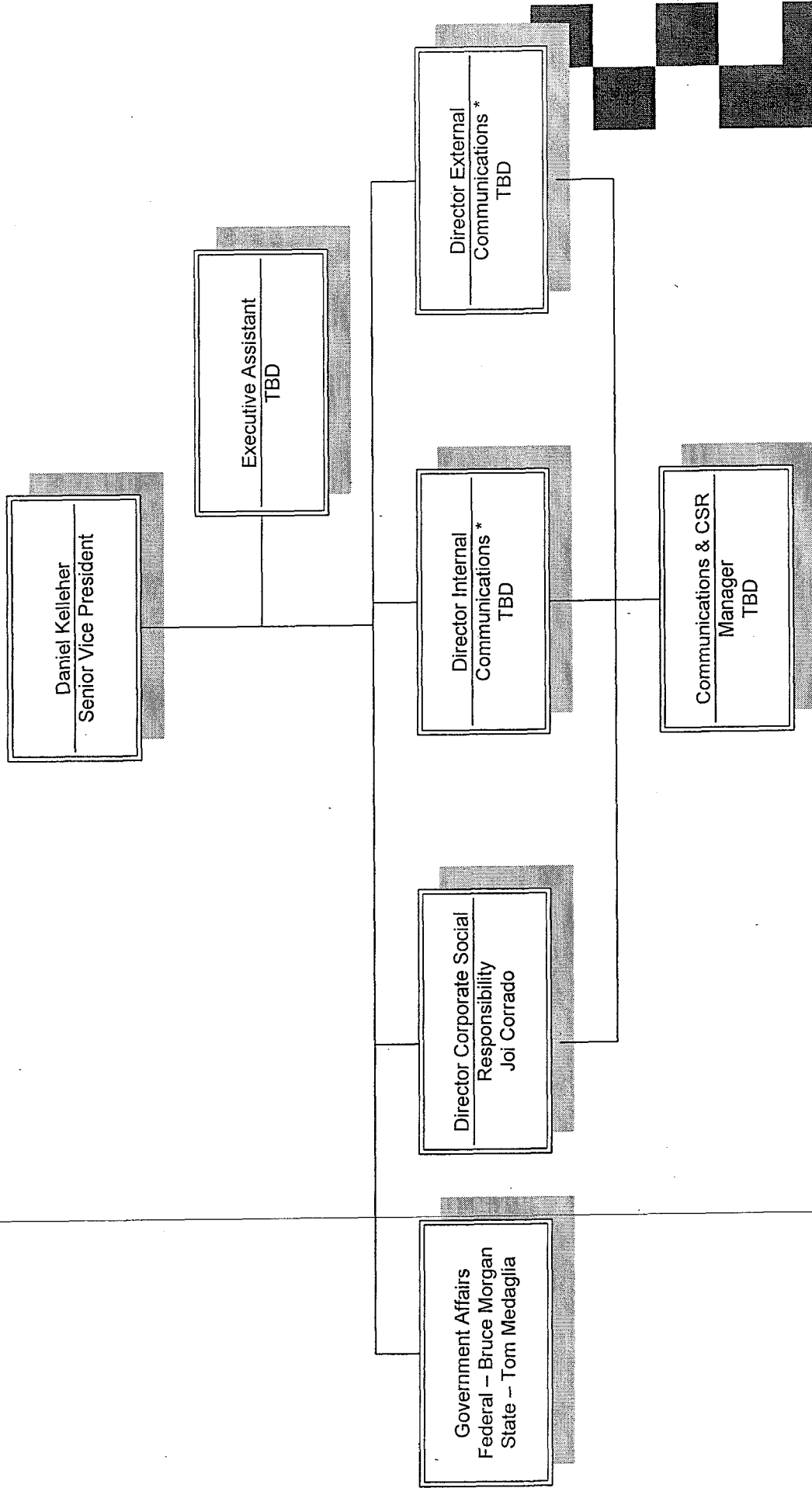


The New Structure: Regional Organization: Chile





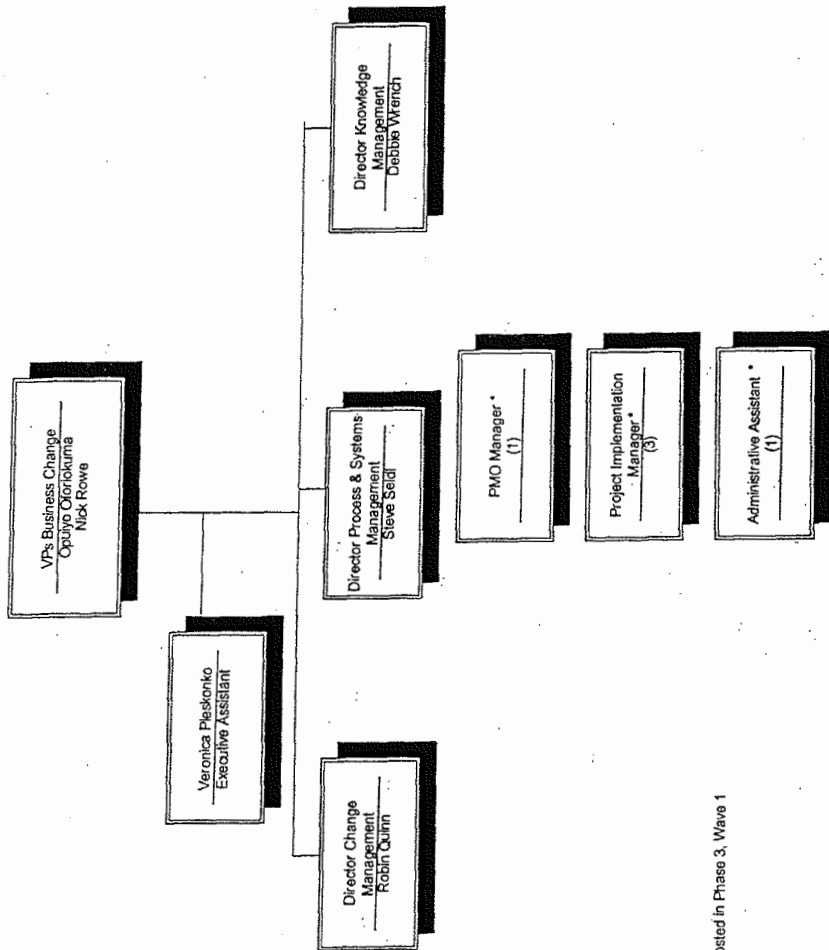
Business Center – External Affairs



* Phase 2 positions – external recruitment commenced



Business Center - Business Change



*Posted in Phase 3, Wave 1

