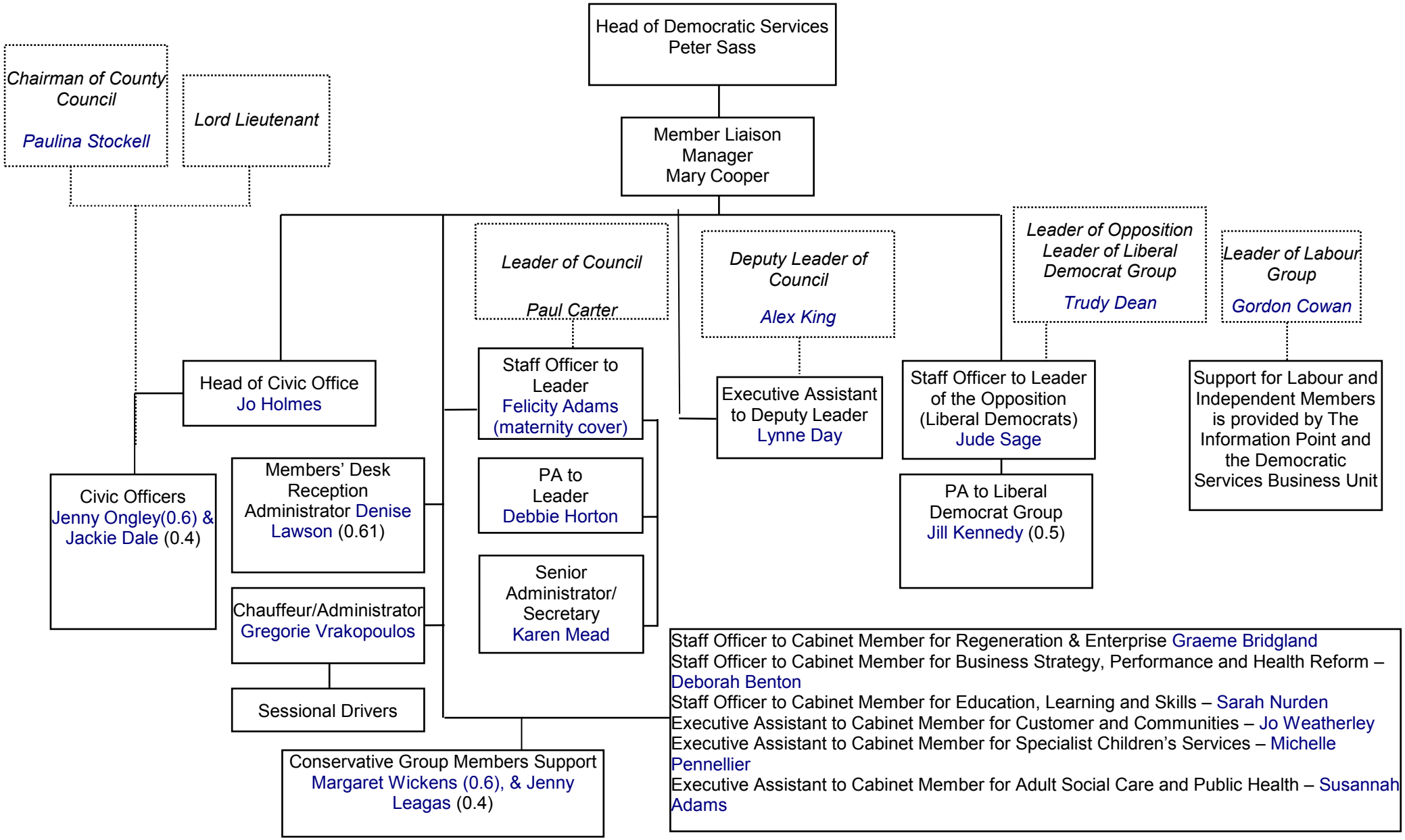DEMOCRATIC SERVICES & LOCAL LEADERSHIP (chart 2) (Appendix 3)