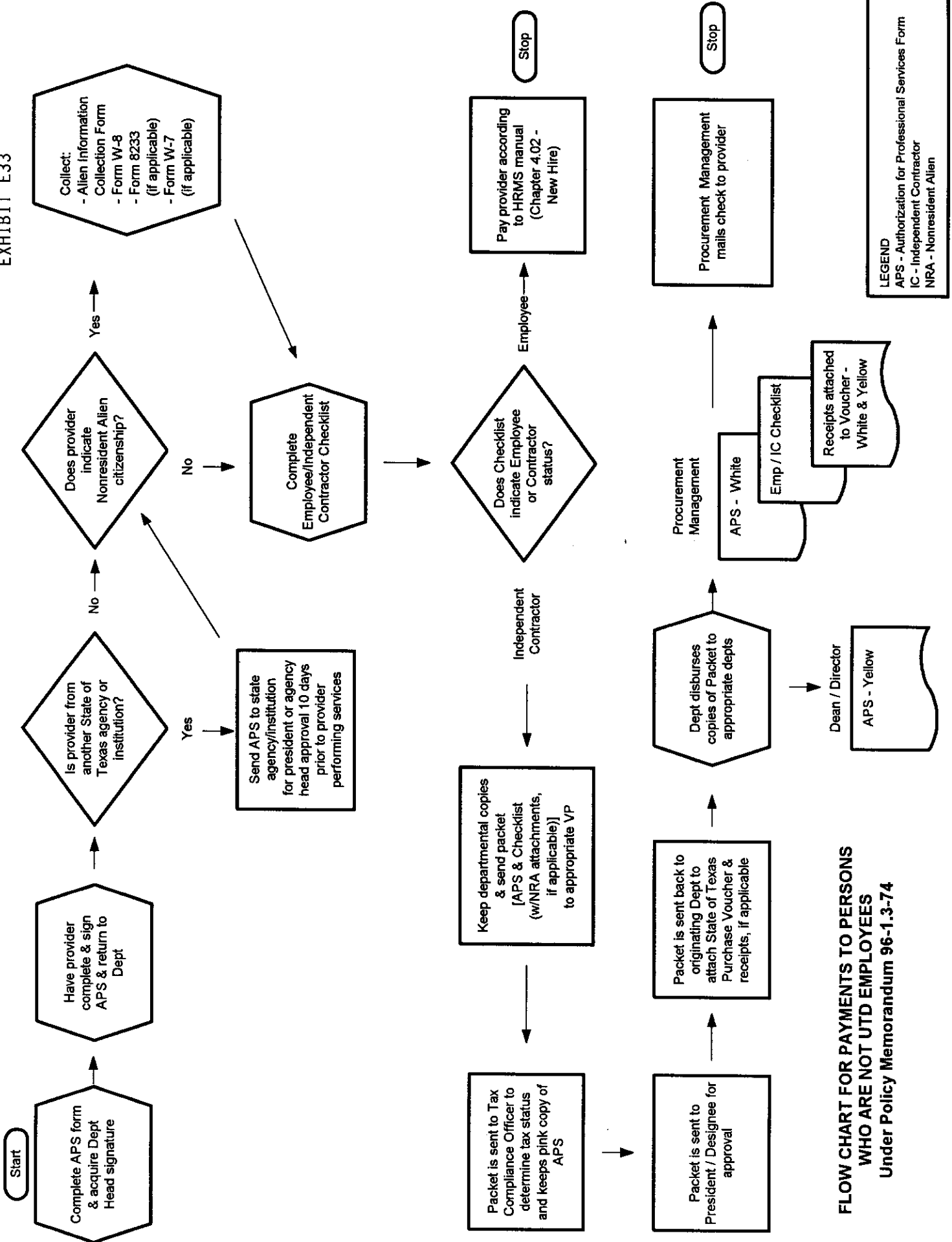


EXHIBIT E33



FLOW CHART FOR PAYMENTS TO PERSONS WHO ARE NOT UTD EMPLOYEES
Under Policy Memorandum 96-1.3-74

LEGEND
 APS - Authorization for Professional Services Form
 IC - Independent Contractor
 NRA - Nonresident Alien