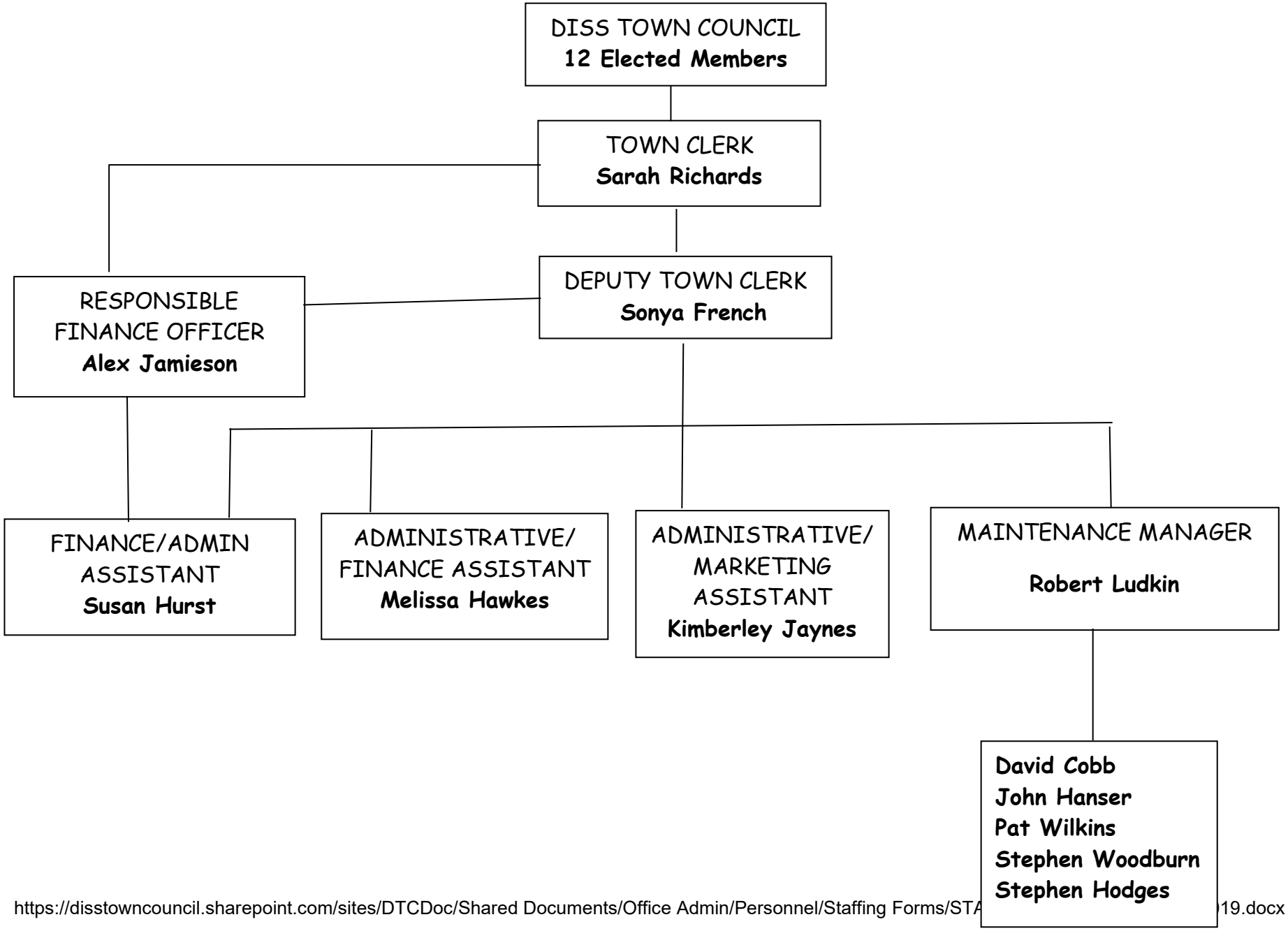STAFF STRUCTURE