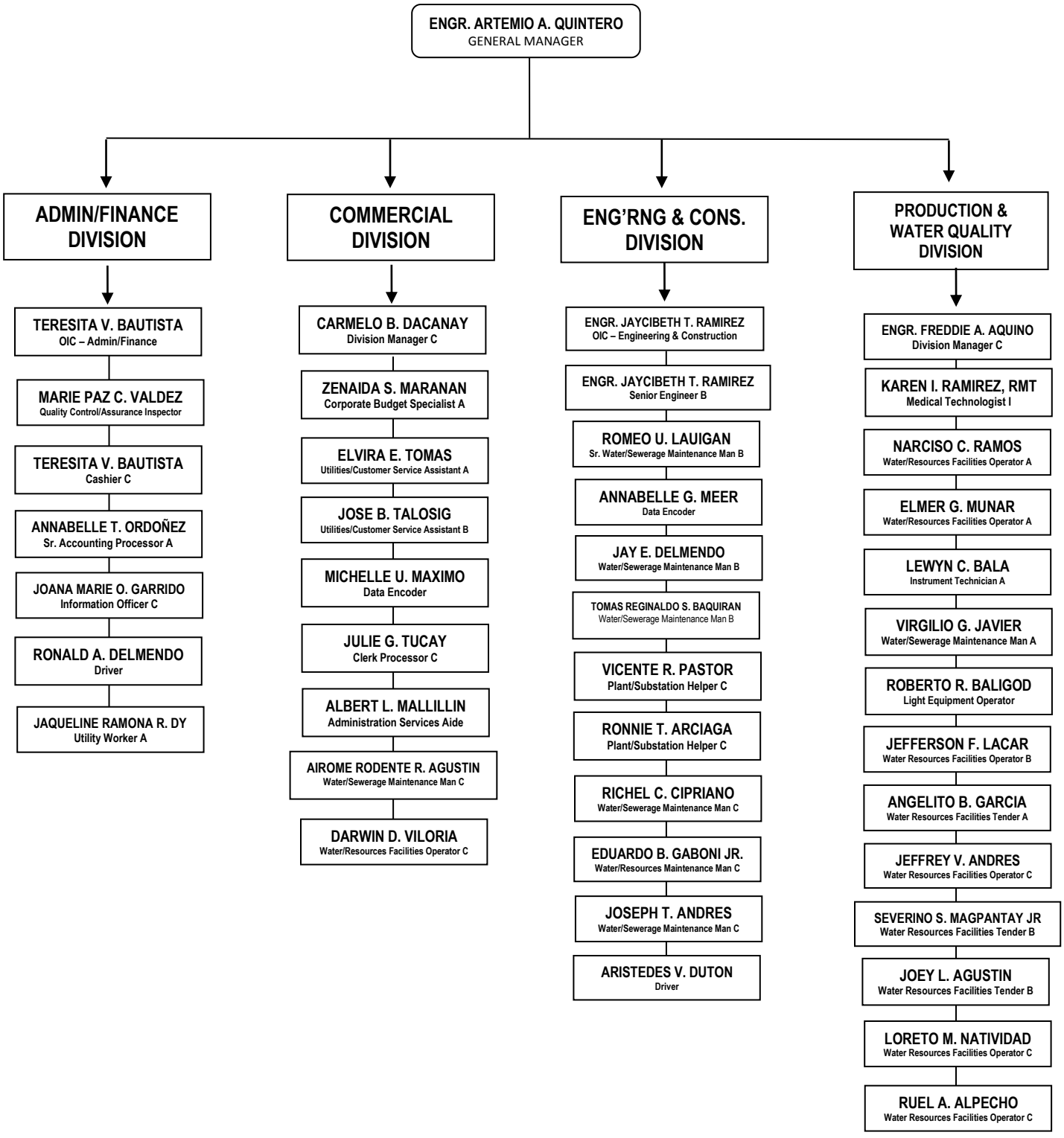MANAGEMENT AND STAFF