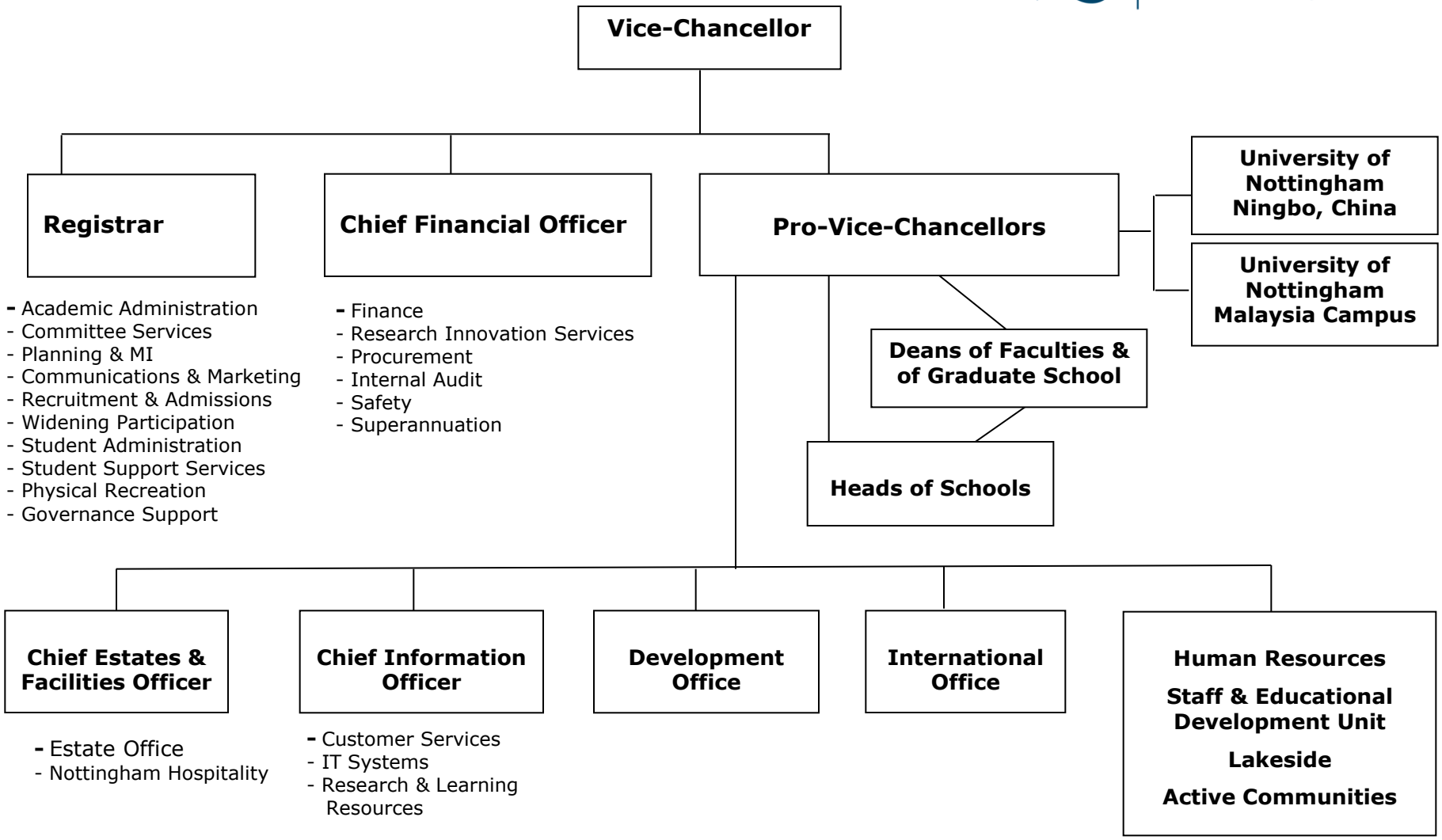MANAGEMENT STRUCTURE