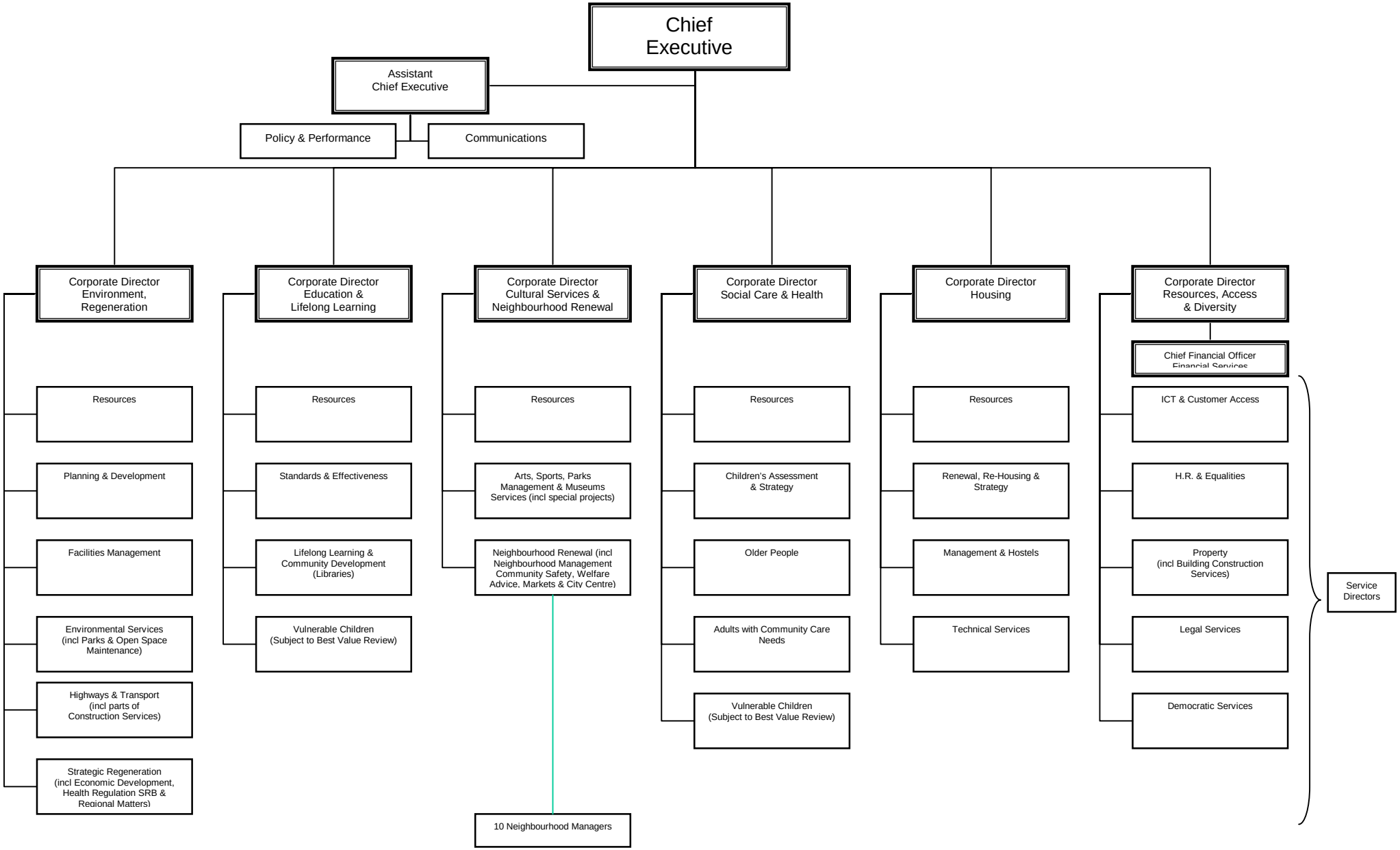Senior Management Structure