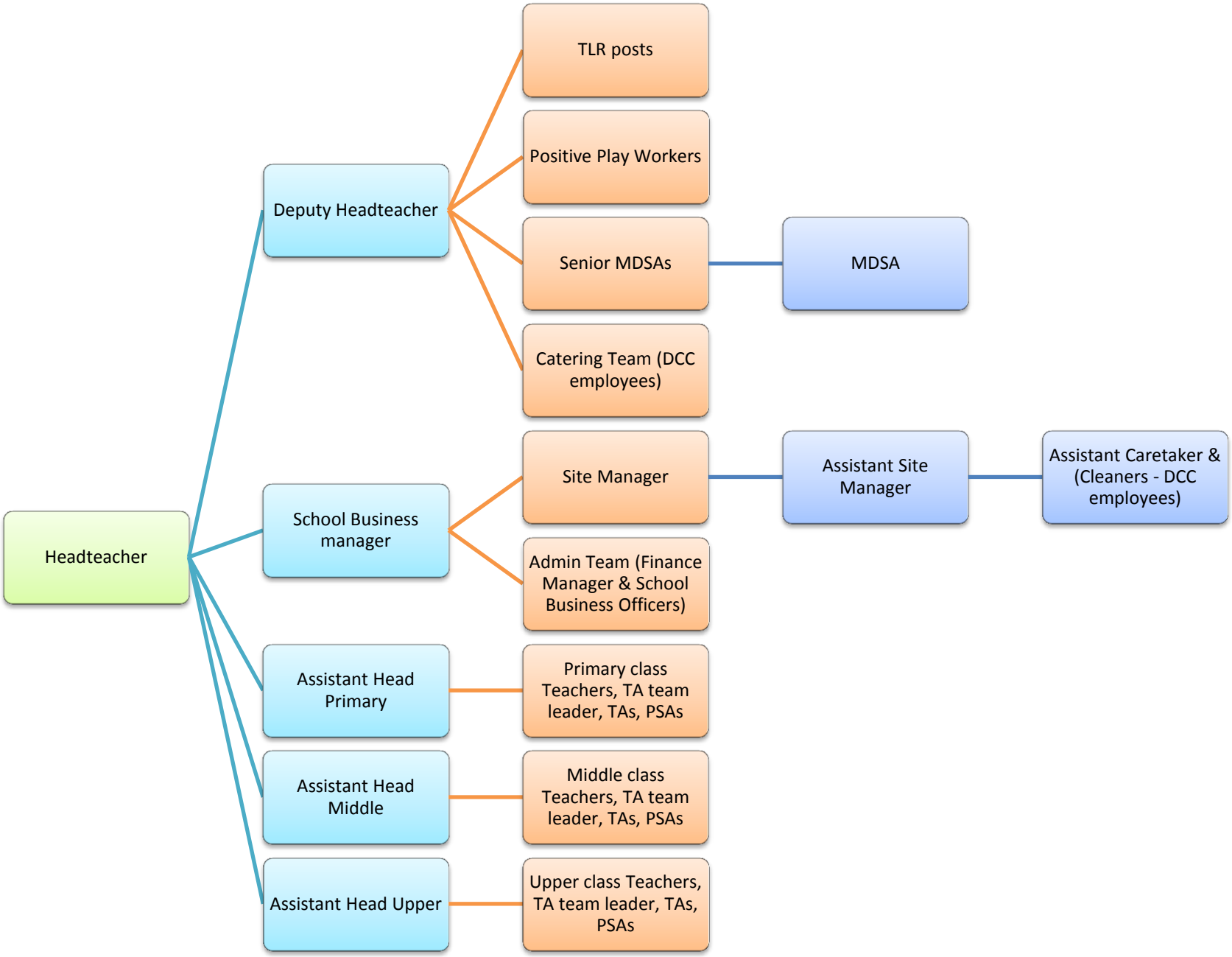STAFFING STRUCTURE