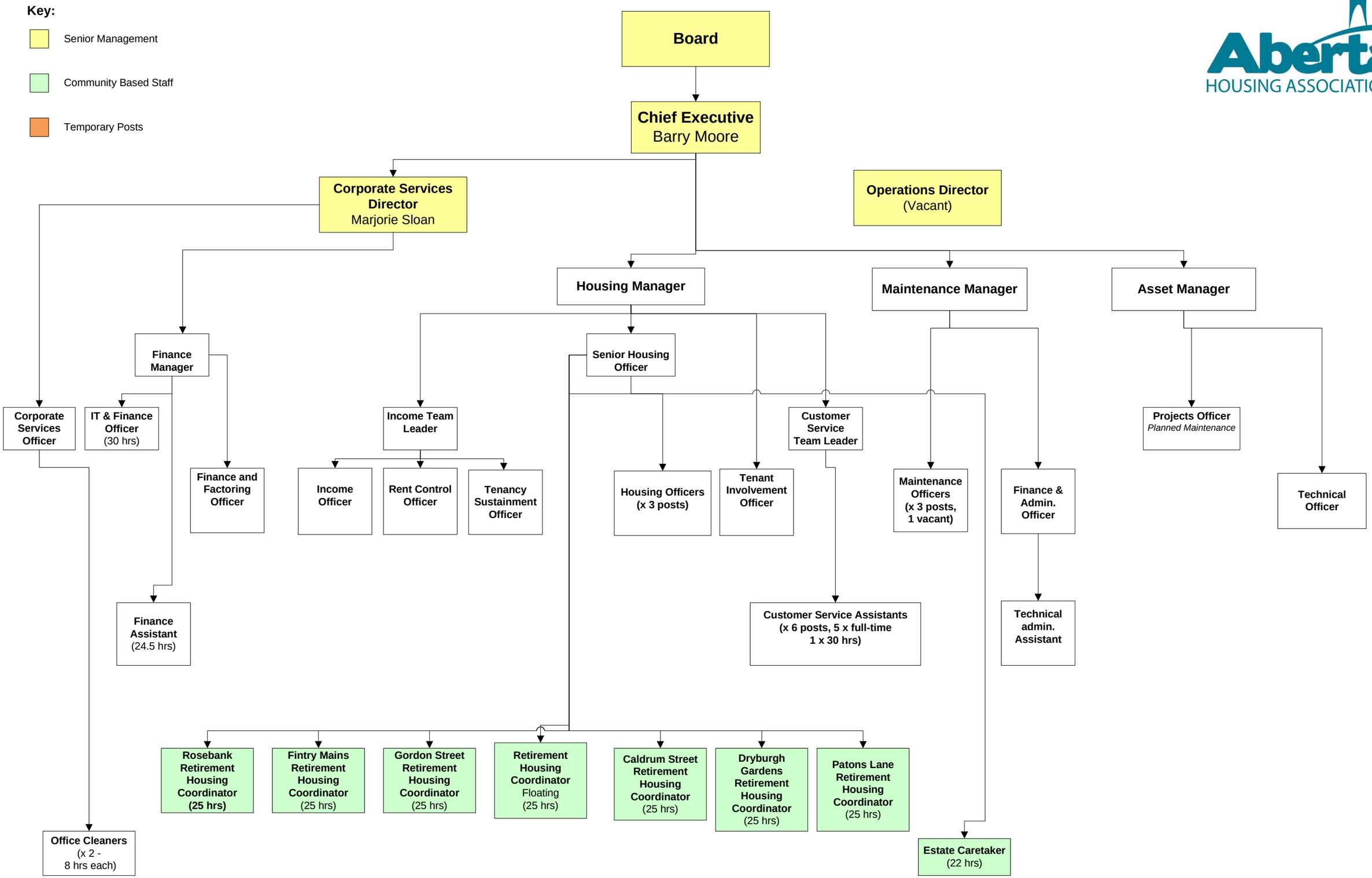Staff Structure