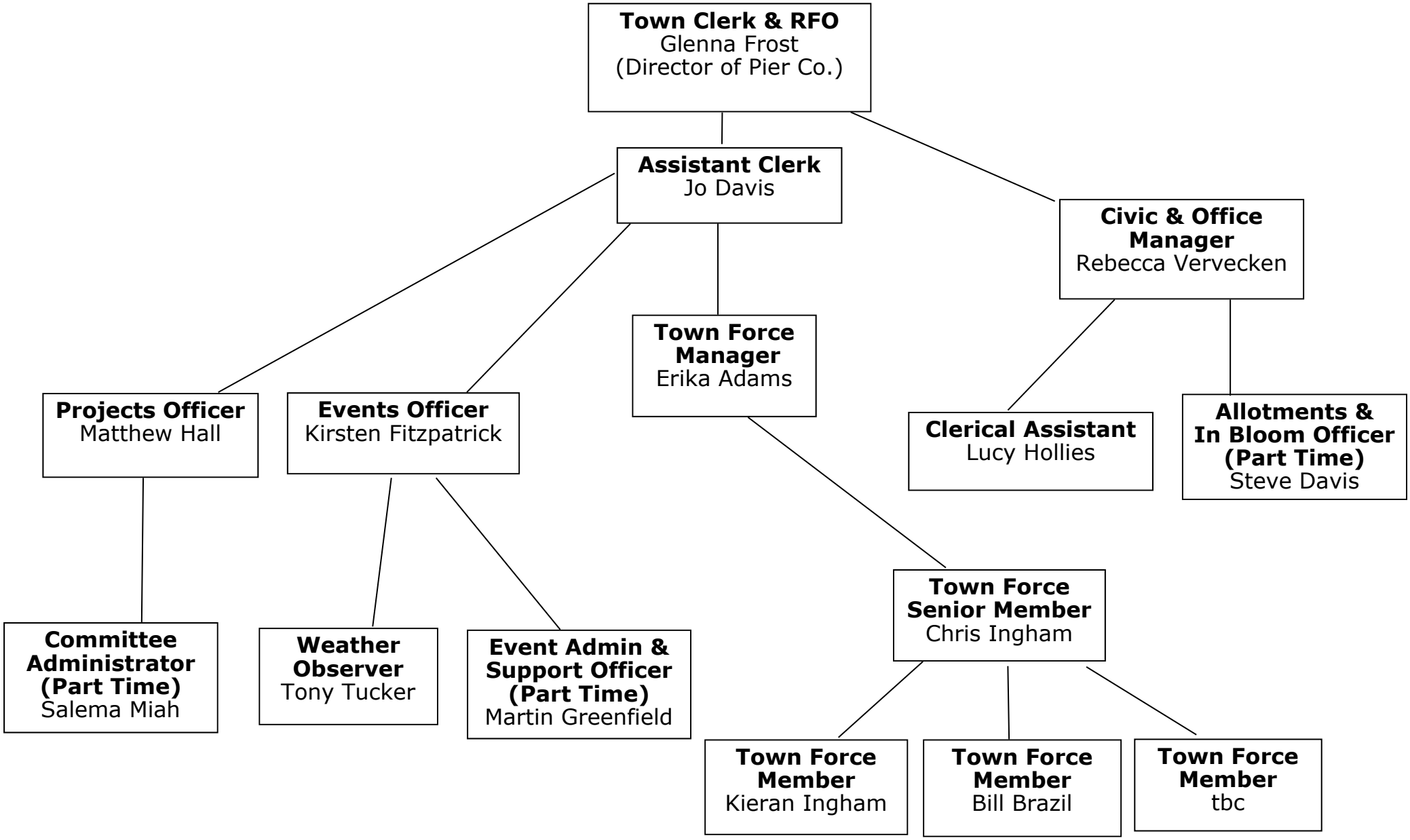Staffing Structure