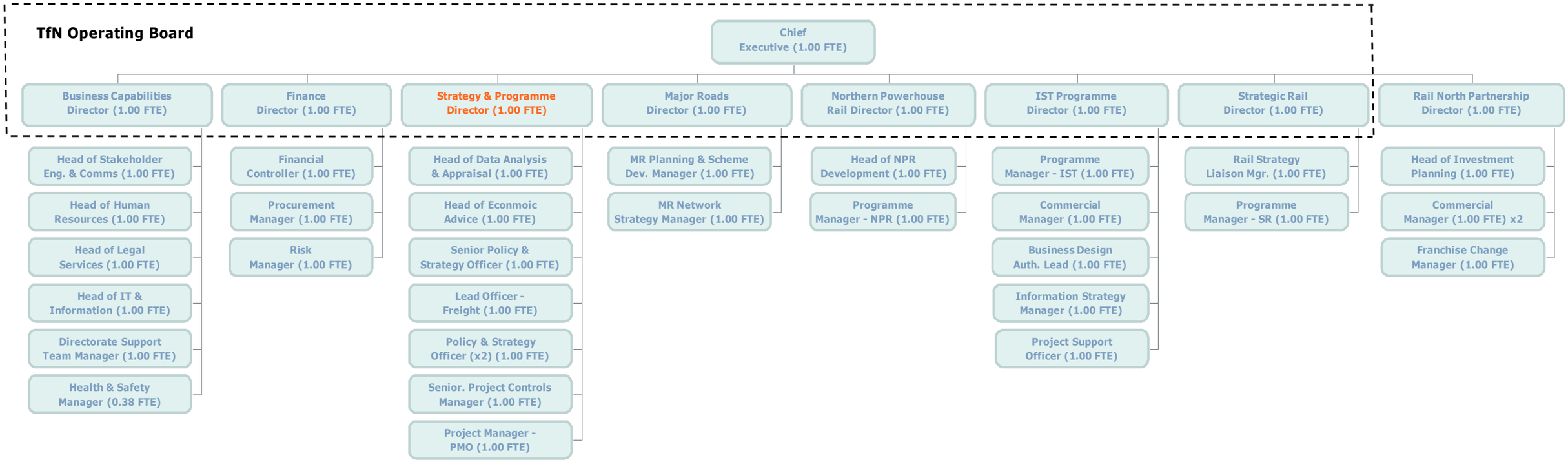Senior Management Team Structure