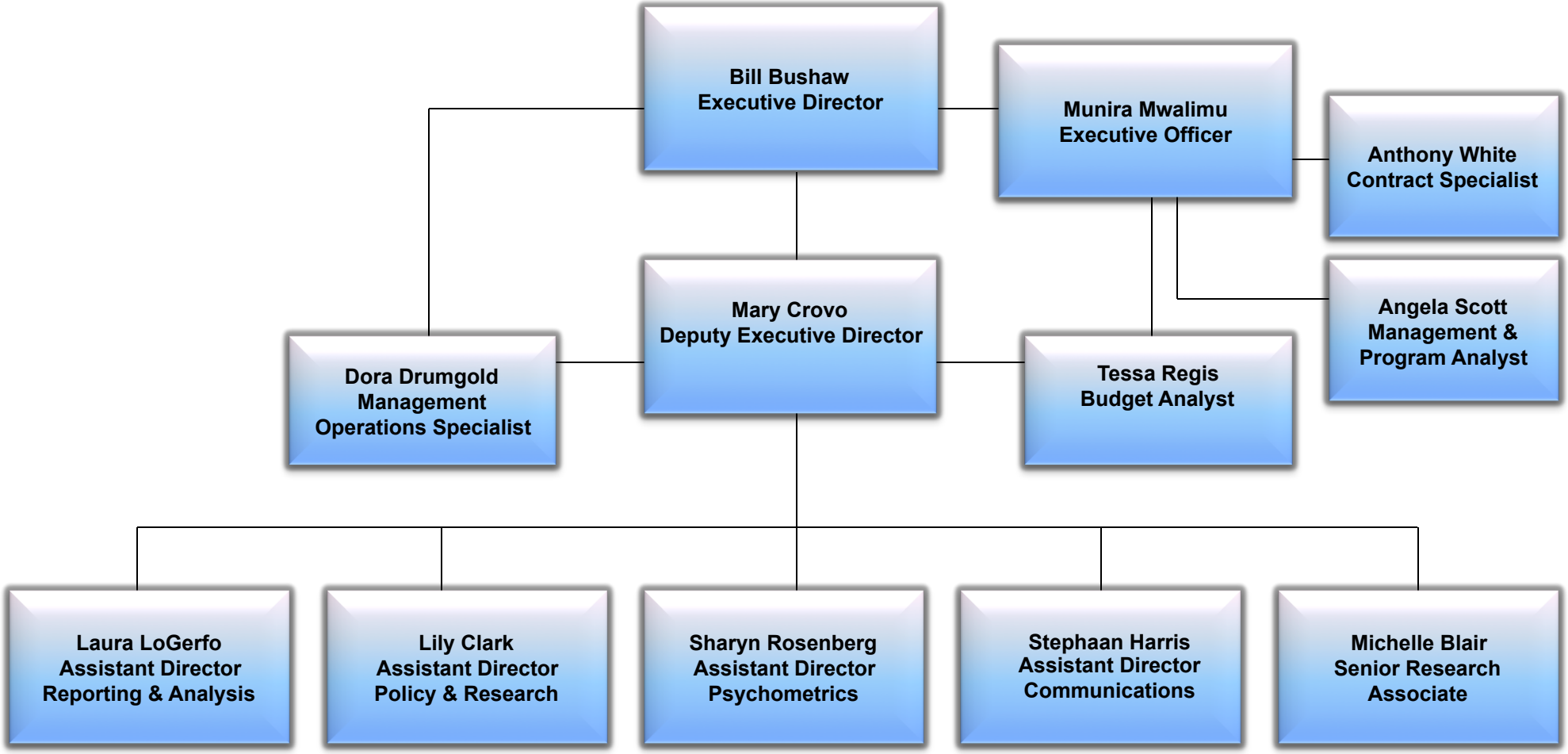Staff Organization