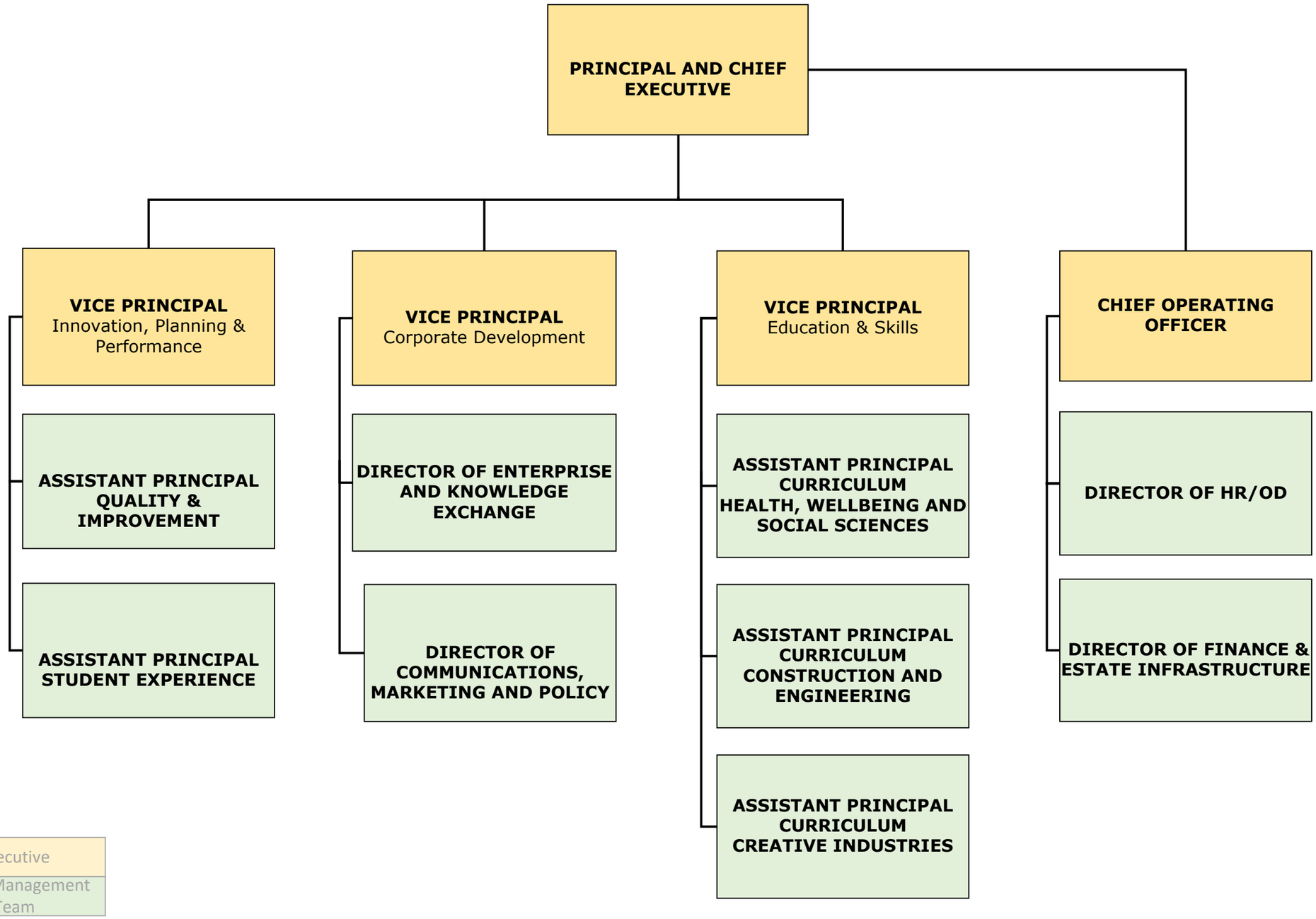Senior Management Team