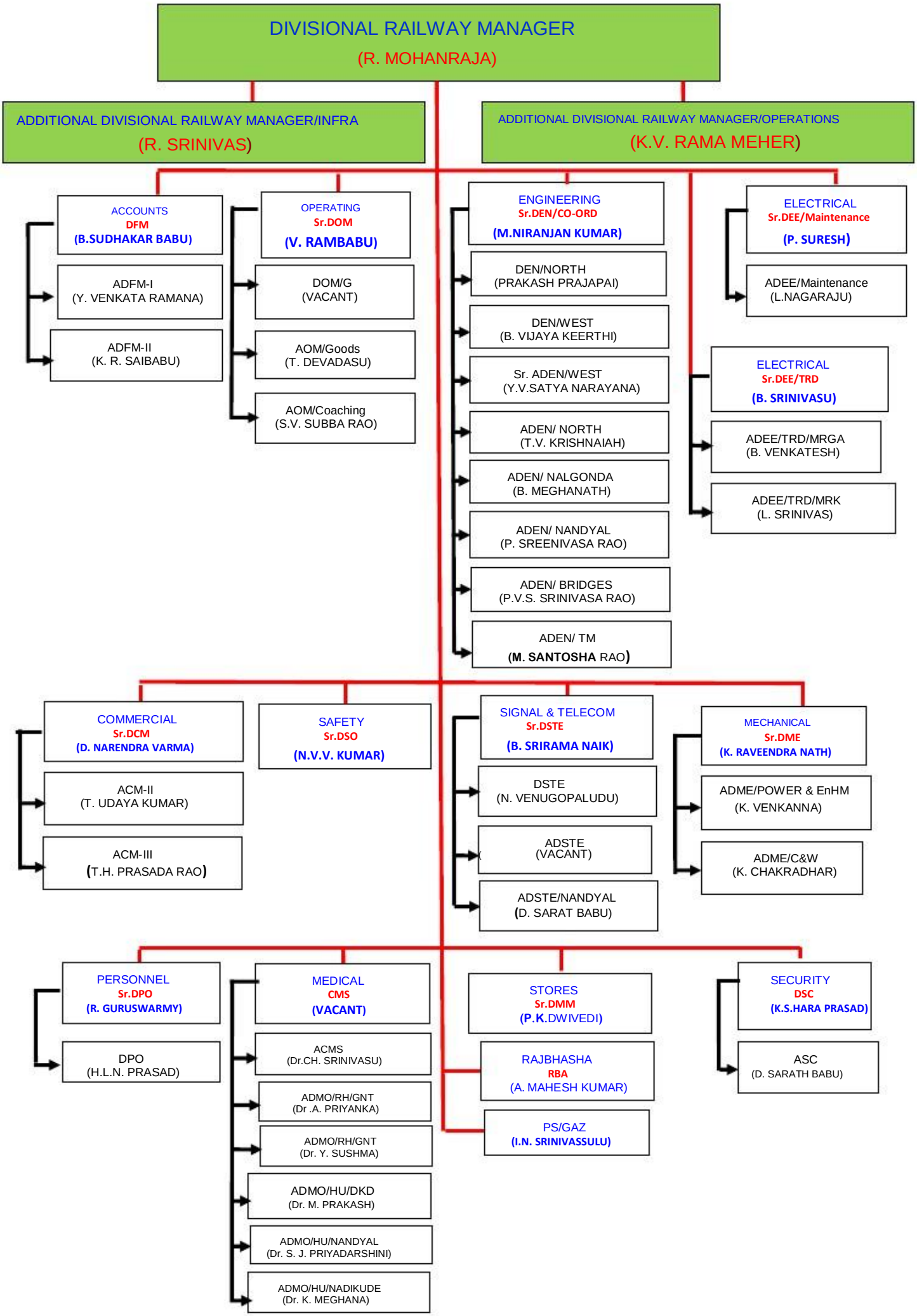DIVISIONAL MANAGEMENT TEAM