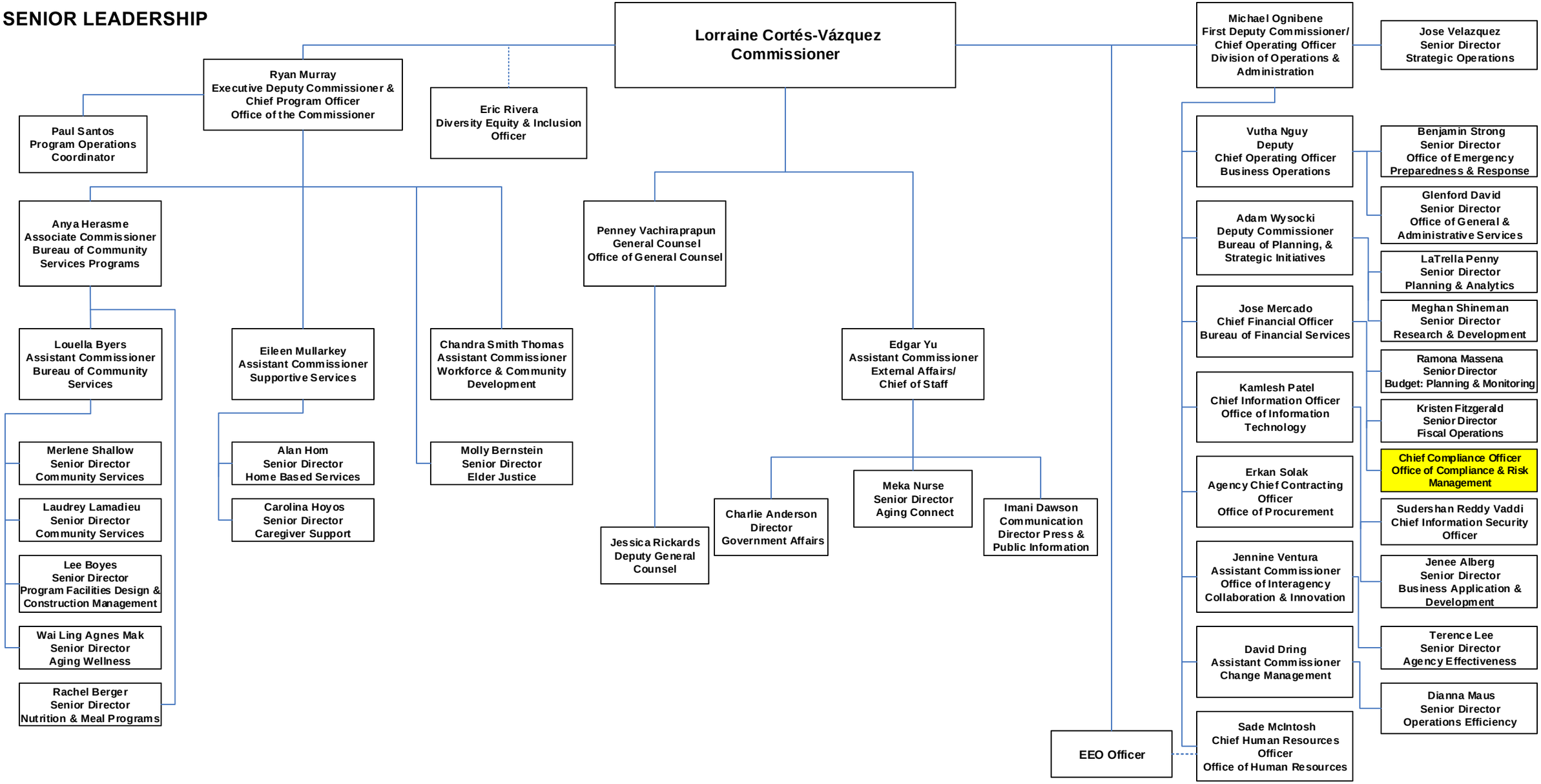SENIOR LEADERSHIP