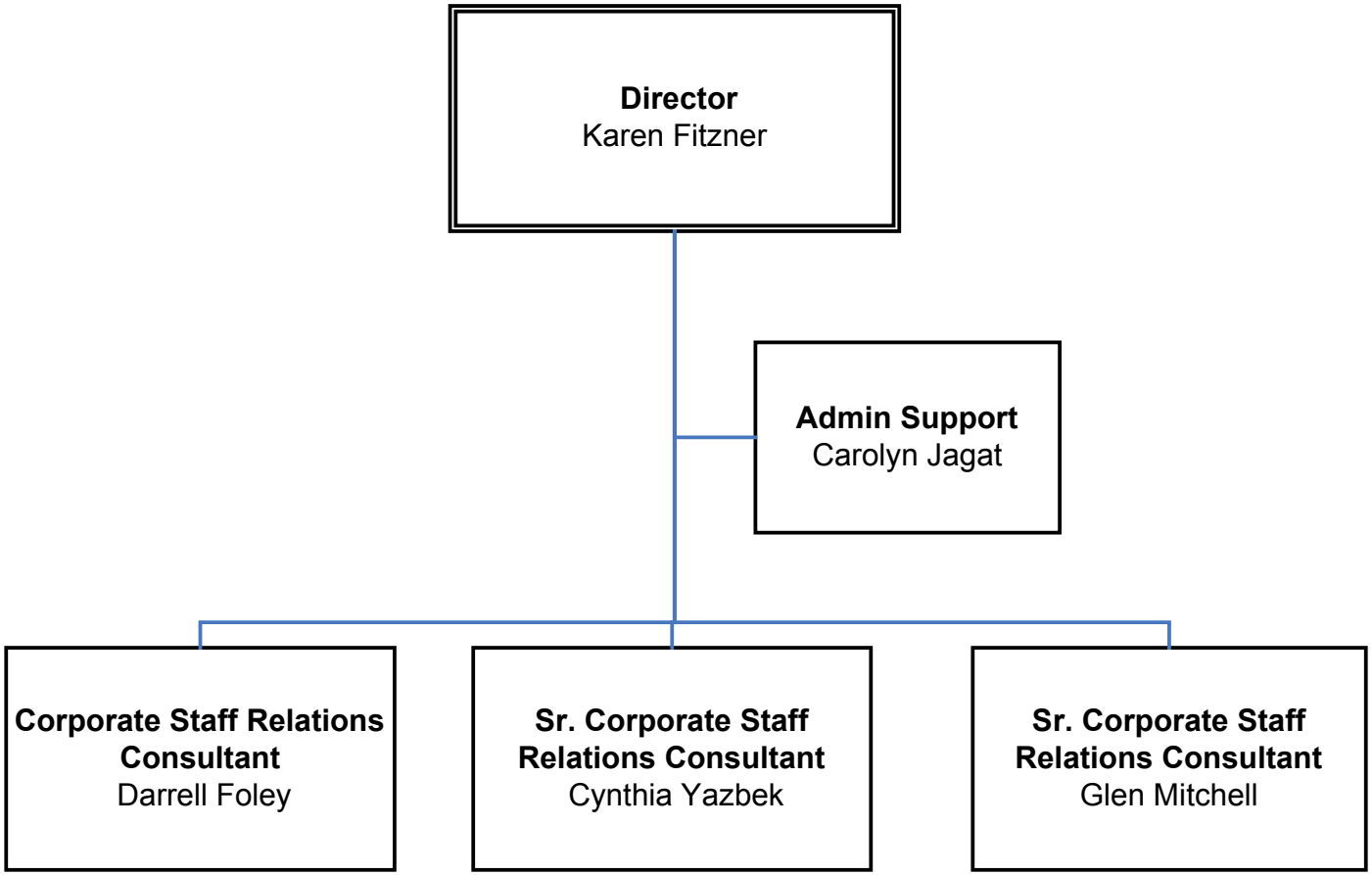Staff Relations