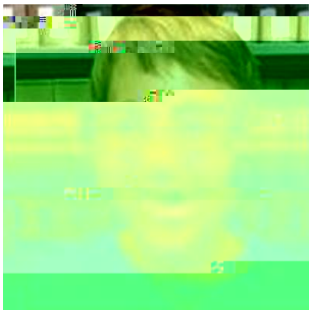REORGANIZING STAFF