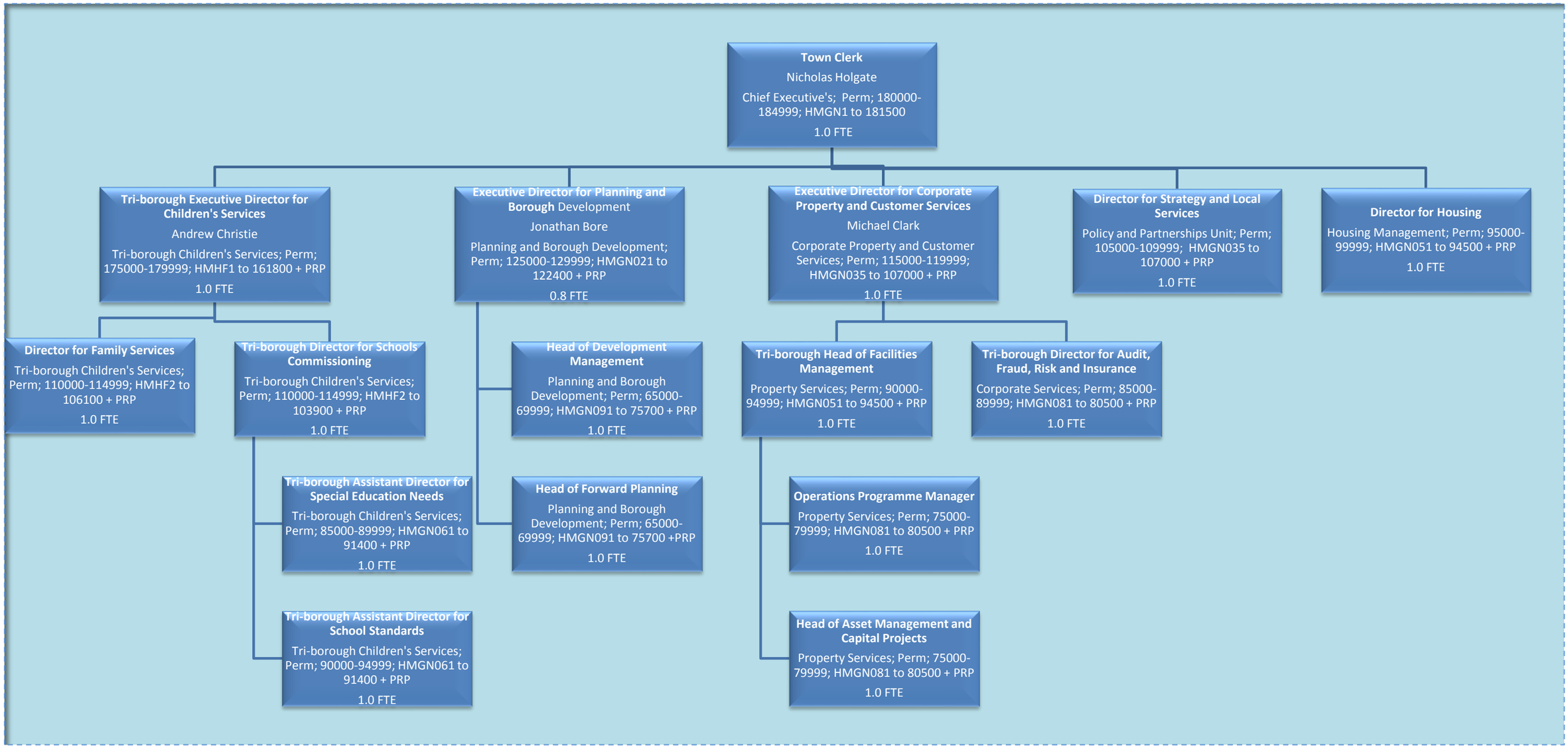Chief Executive - Management Tiers One to Three