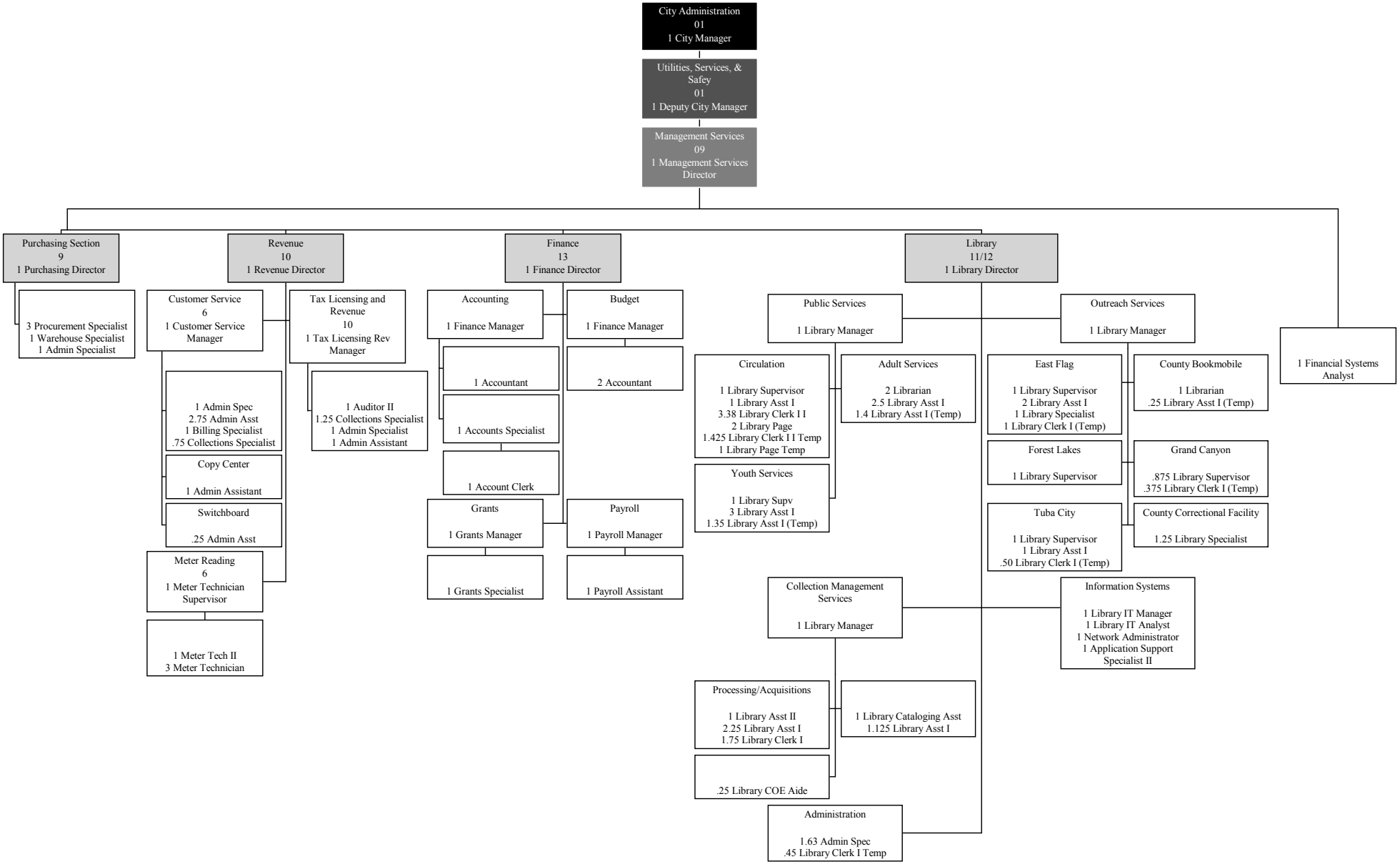MANAGEMENT SERVICES