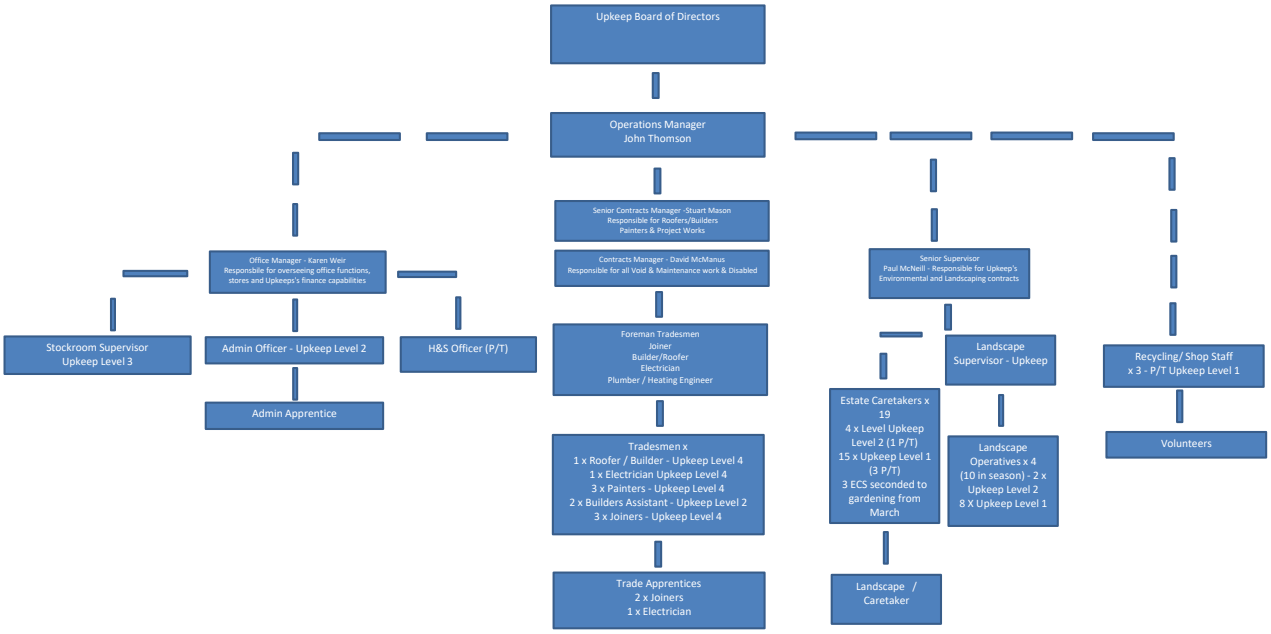Upkeep Staff Structure 2018