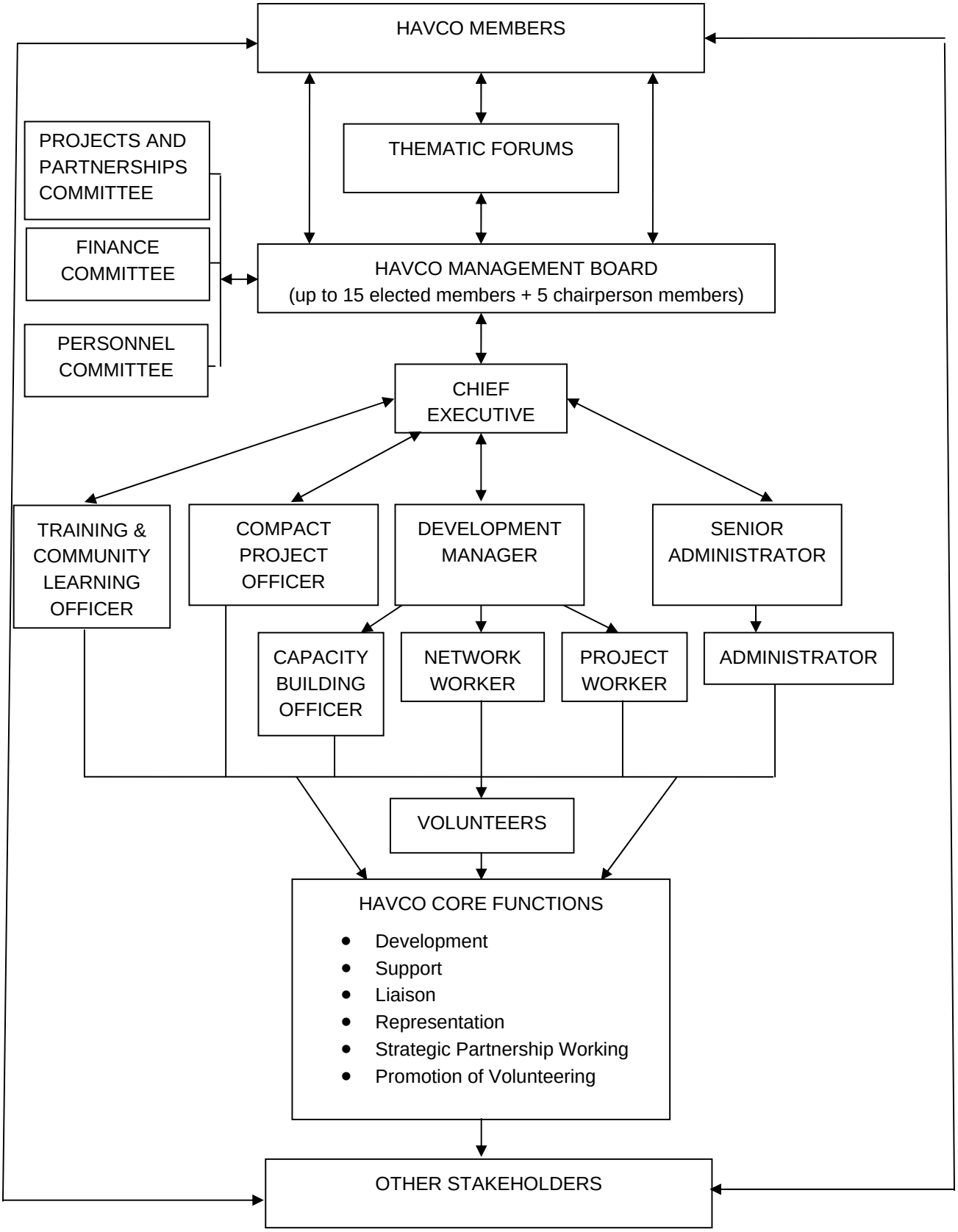Management Structure of HAVCO