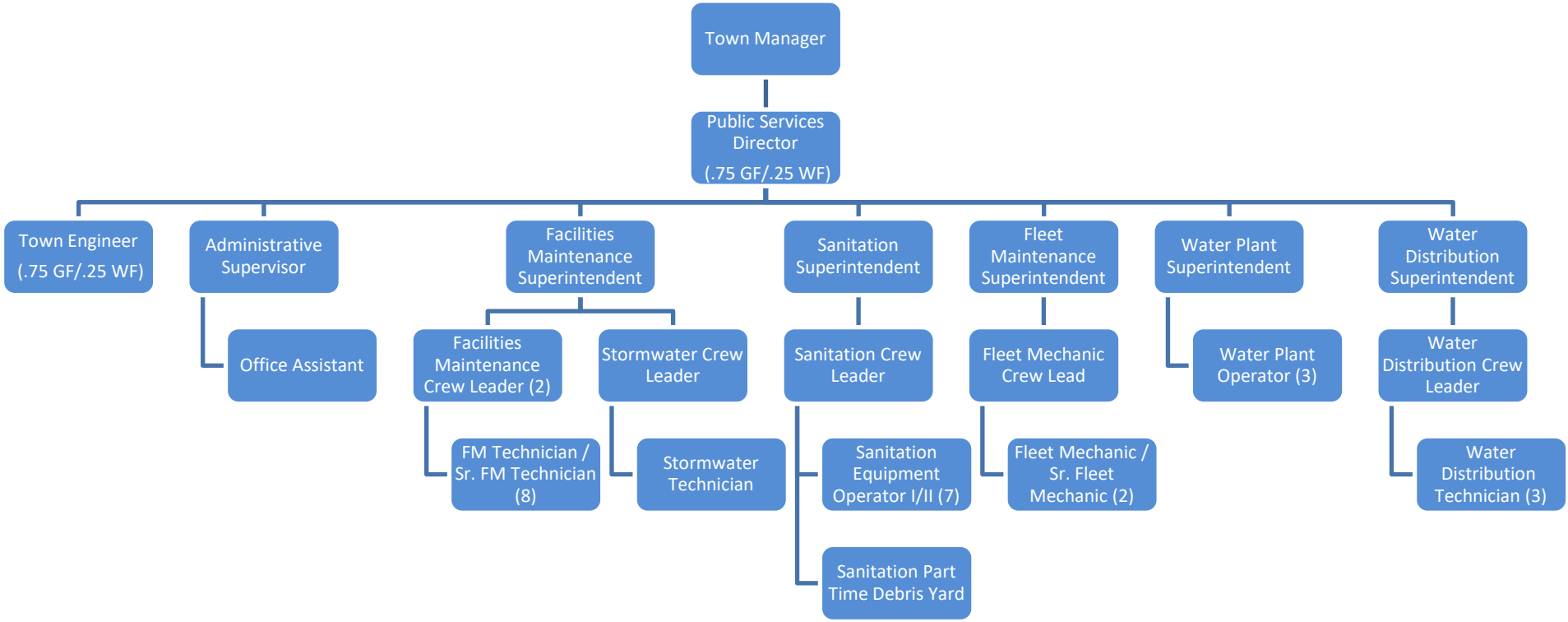PUBLIC SERVICES ORGANIZATION AND STAFFING