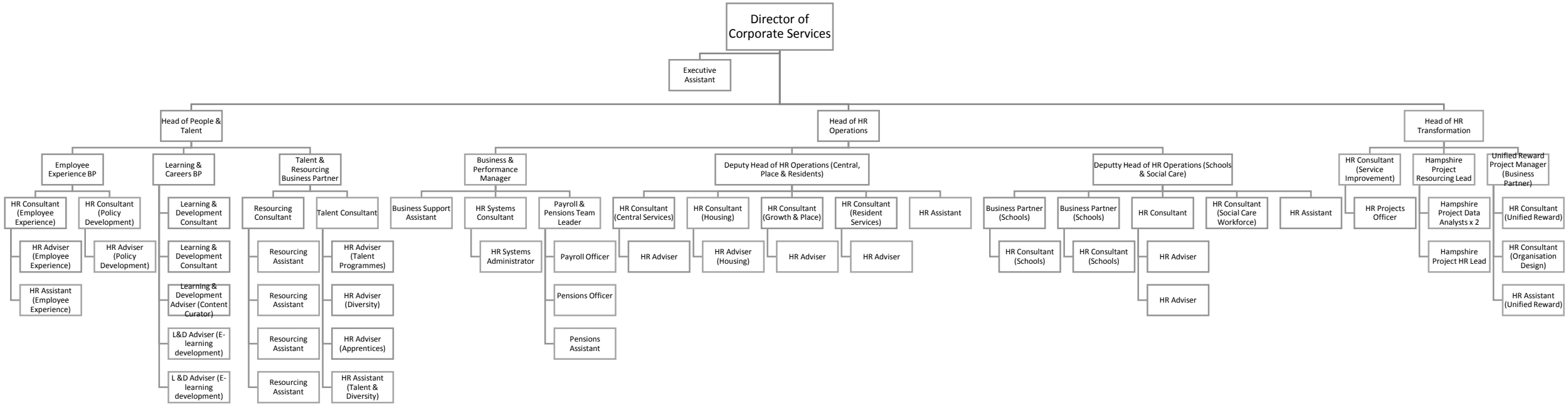HR & OD Structure (Final)