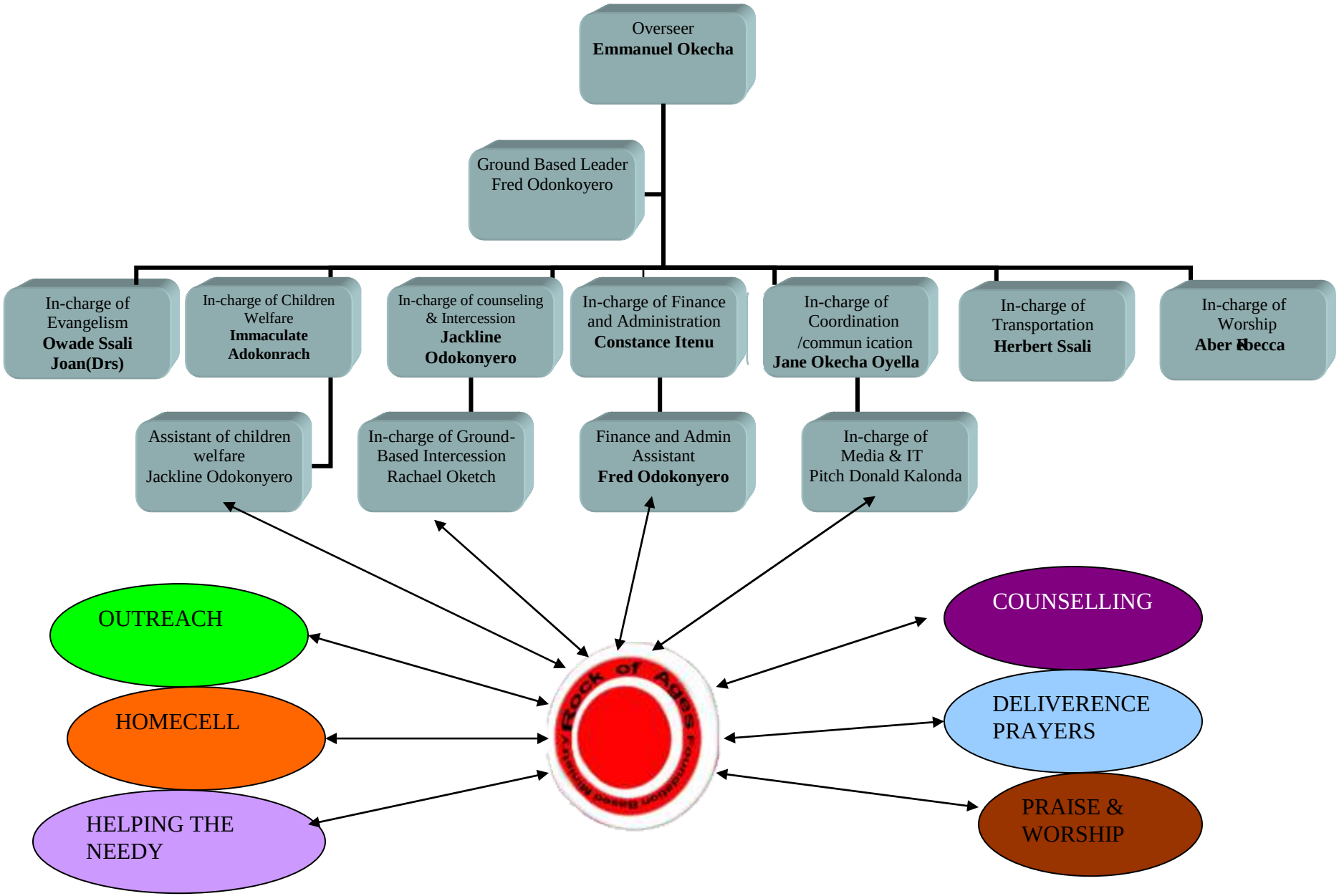Leadership structures RAFBM