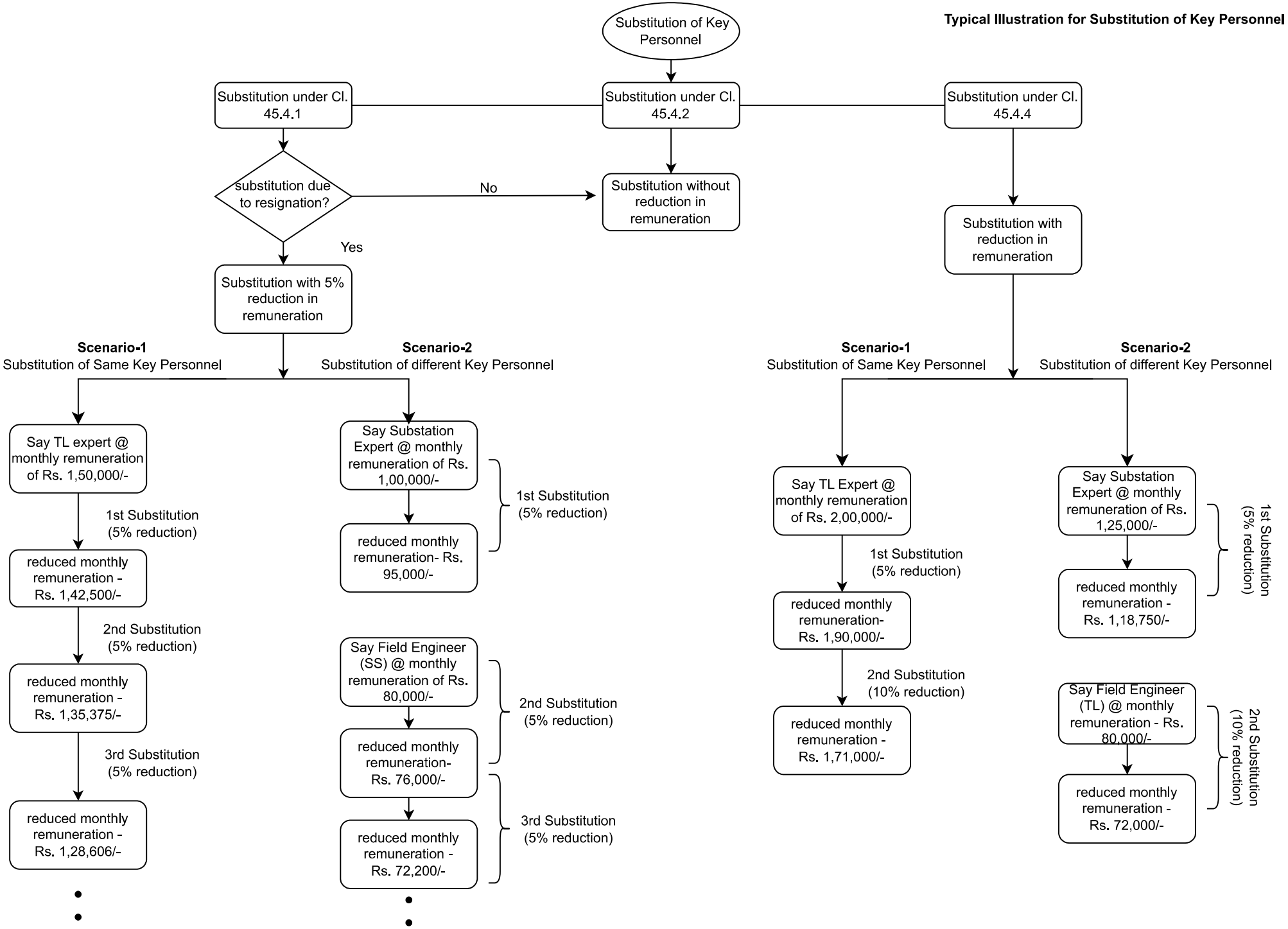Typical Illustration for Substitution of Key Personnel