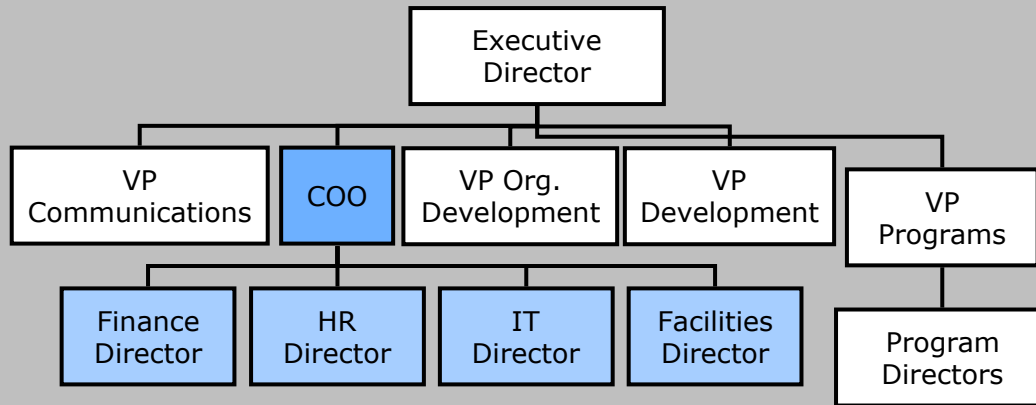
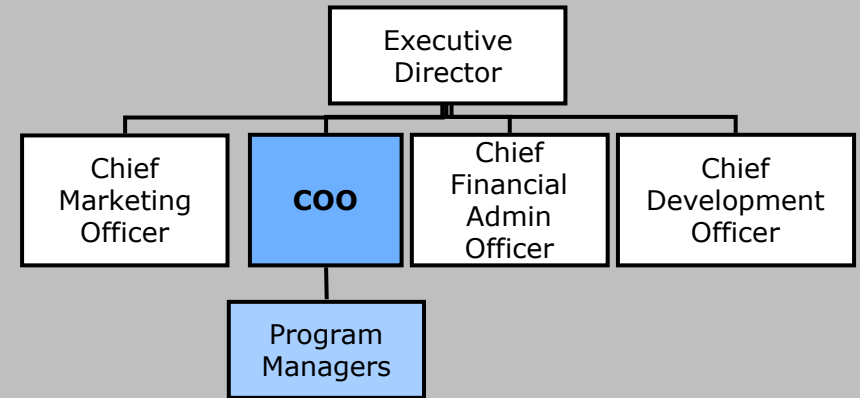


COO responsibilities: three models

COO focused on administration



COO focused on programs



COO overseeing all internal functions

