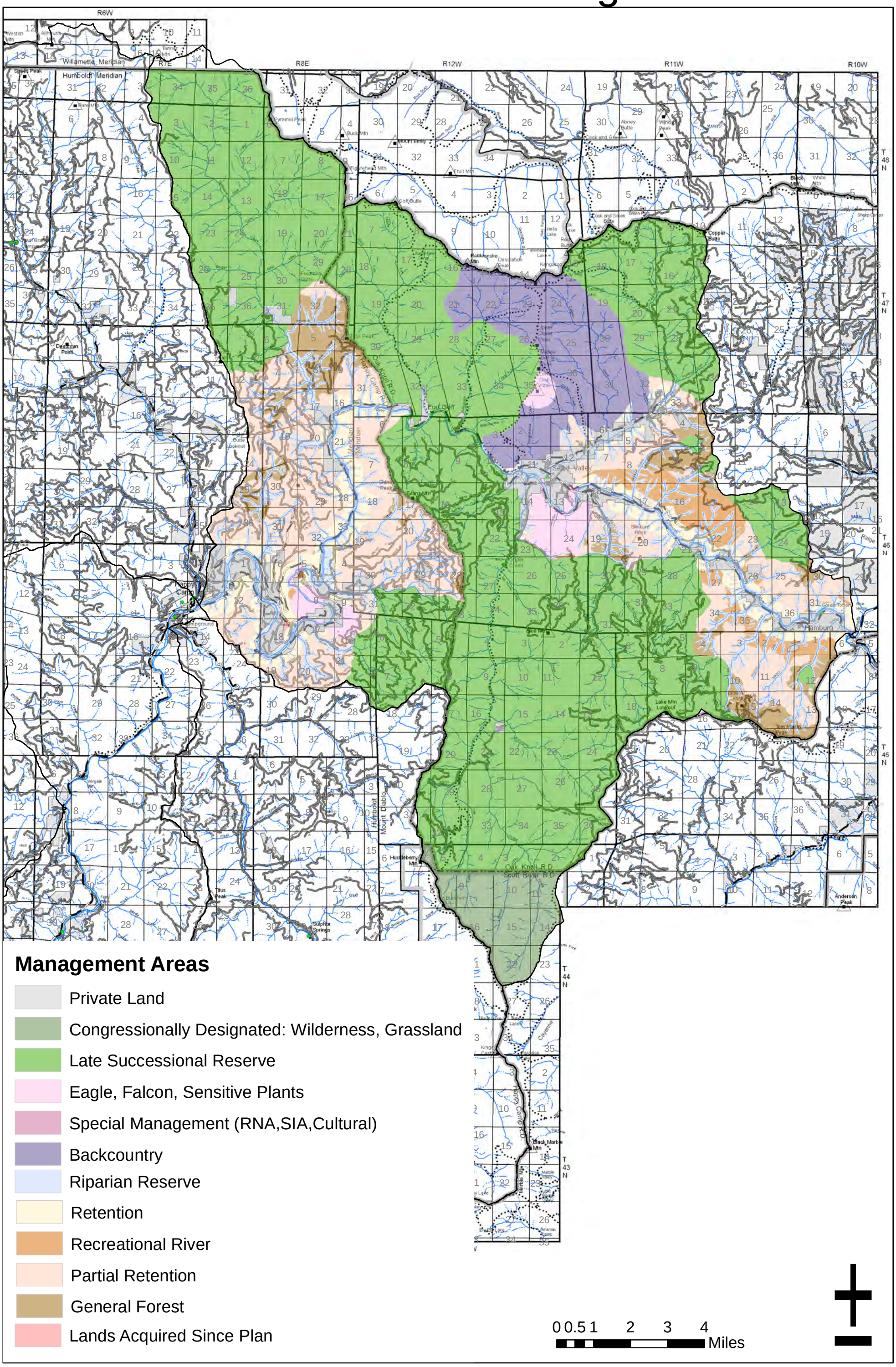Thom Seider FMU Management Areas