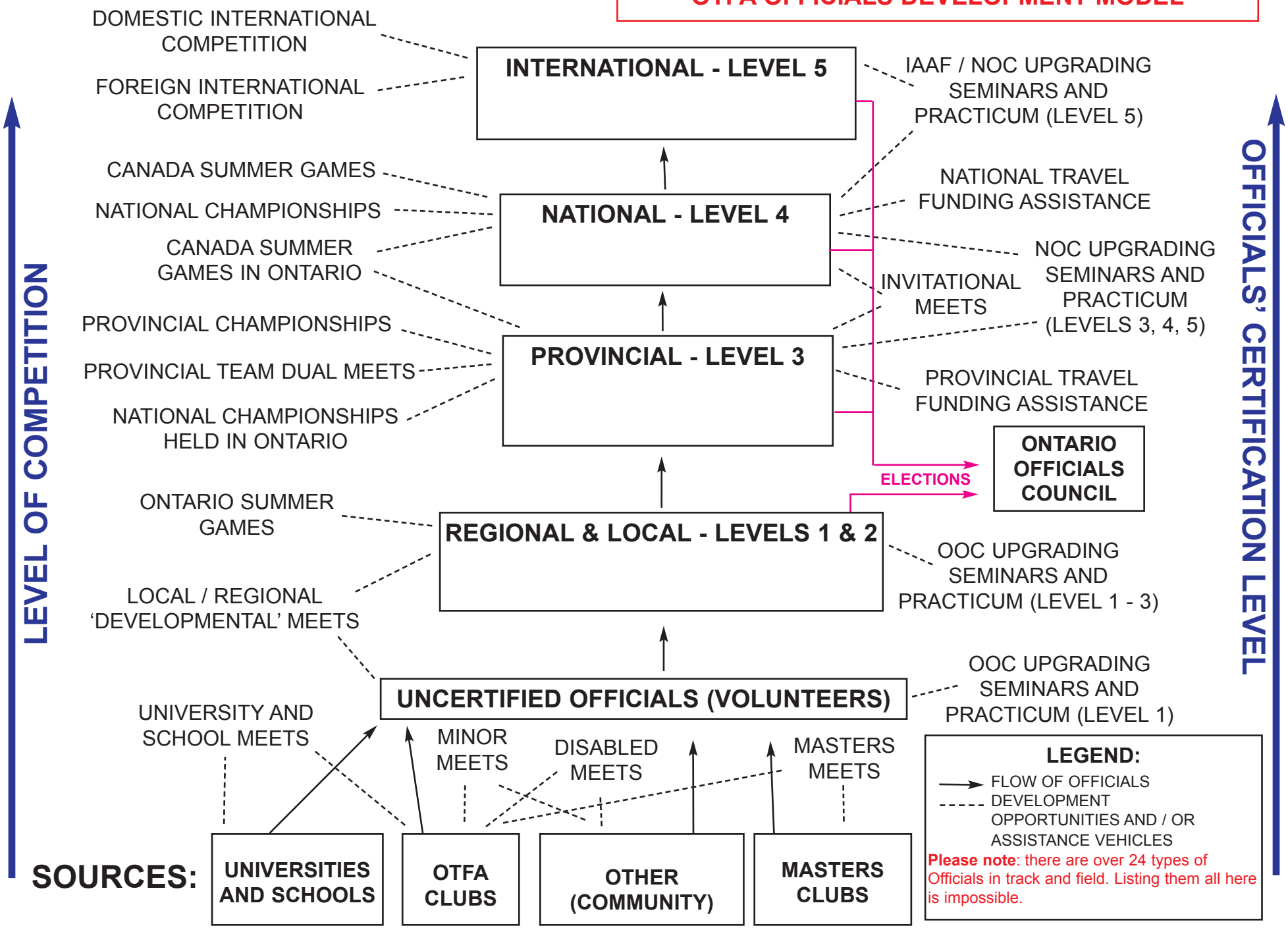OTFA OFFICIALS DEVELOPMENT MODEL