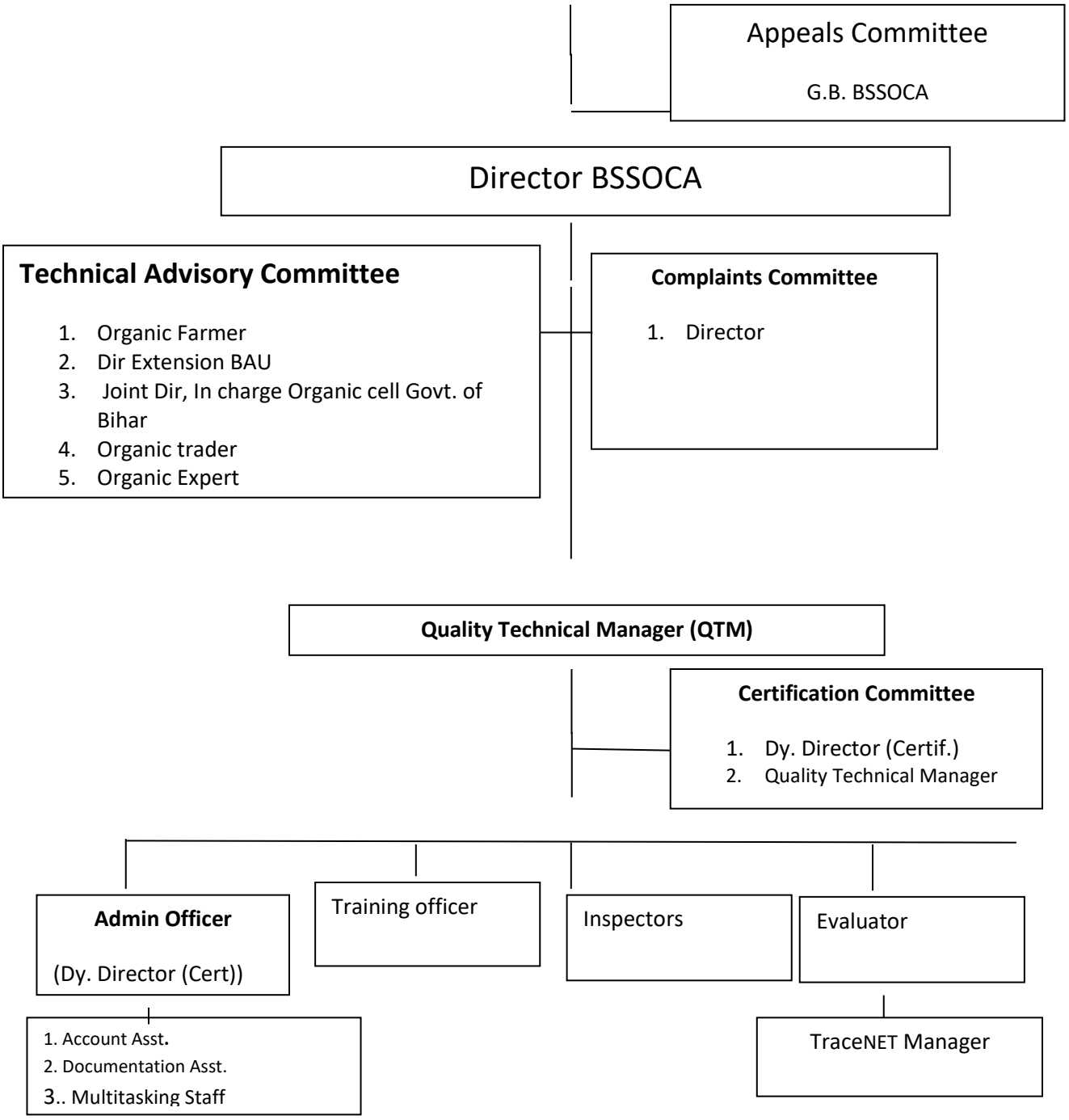Organization Structure