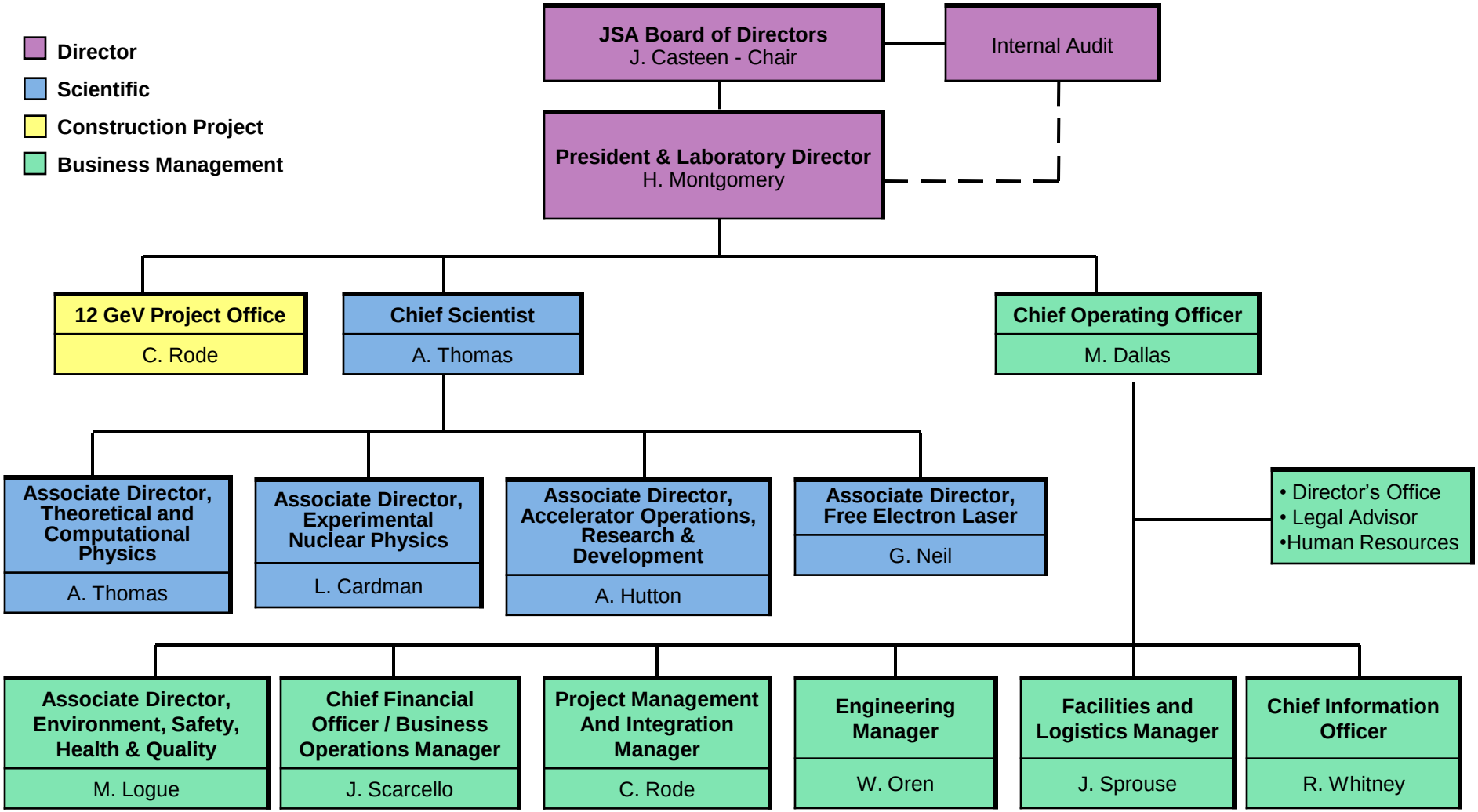ORGANIZATION STRUCTURE