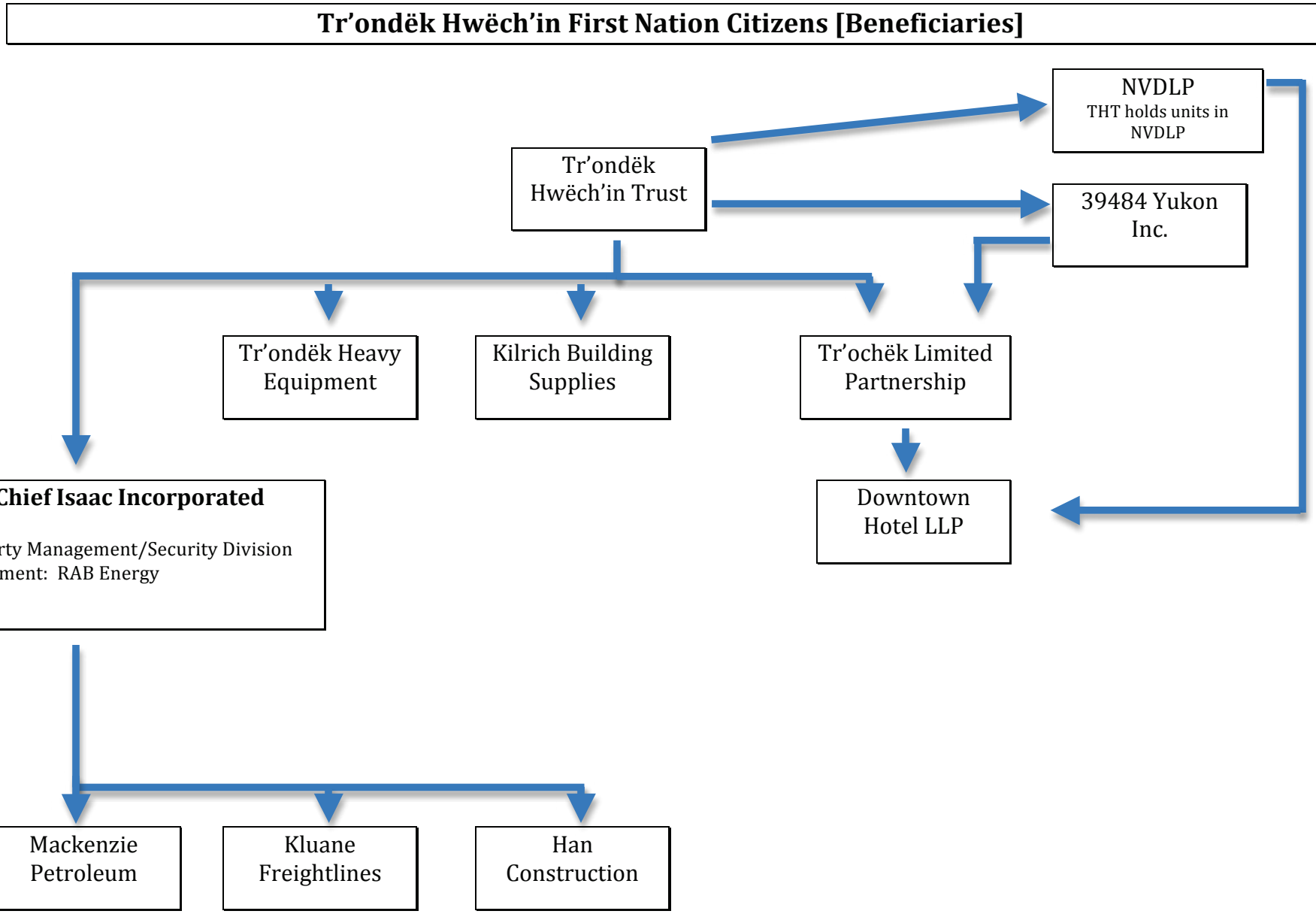Organizational Structure