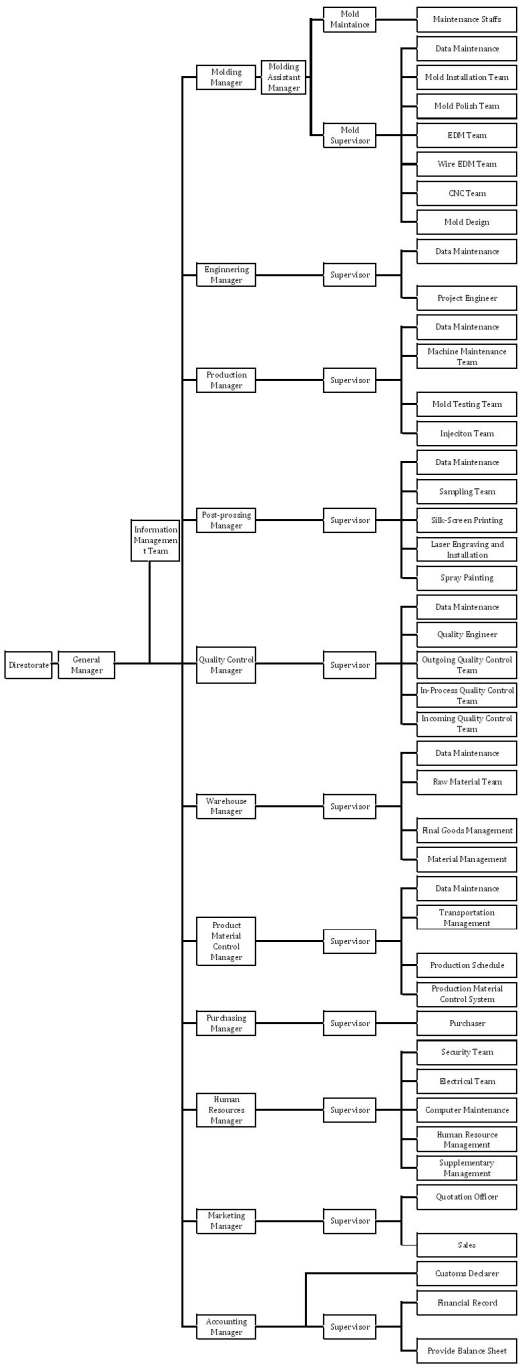Organization structure