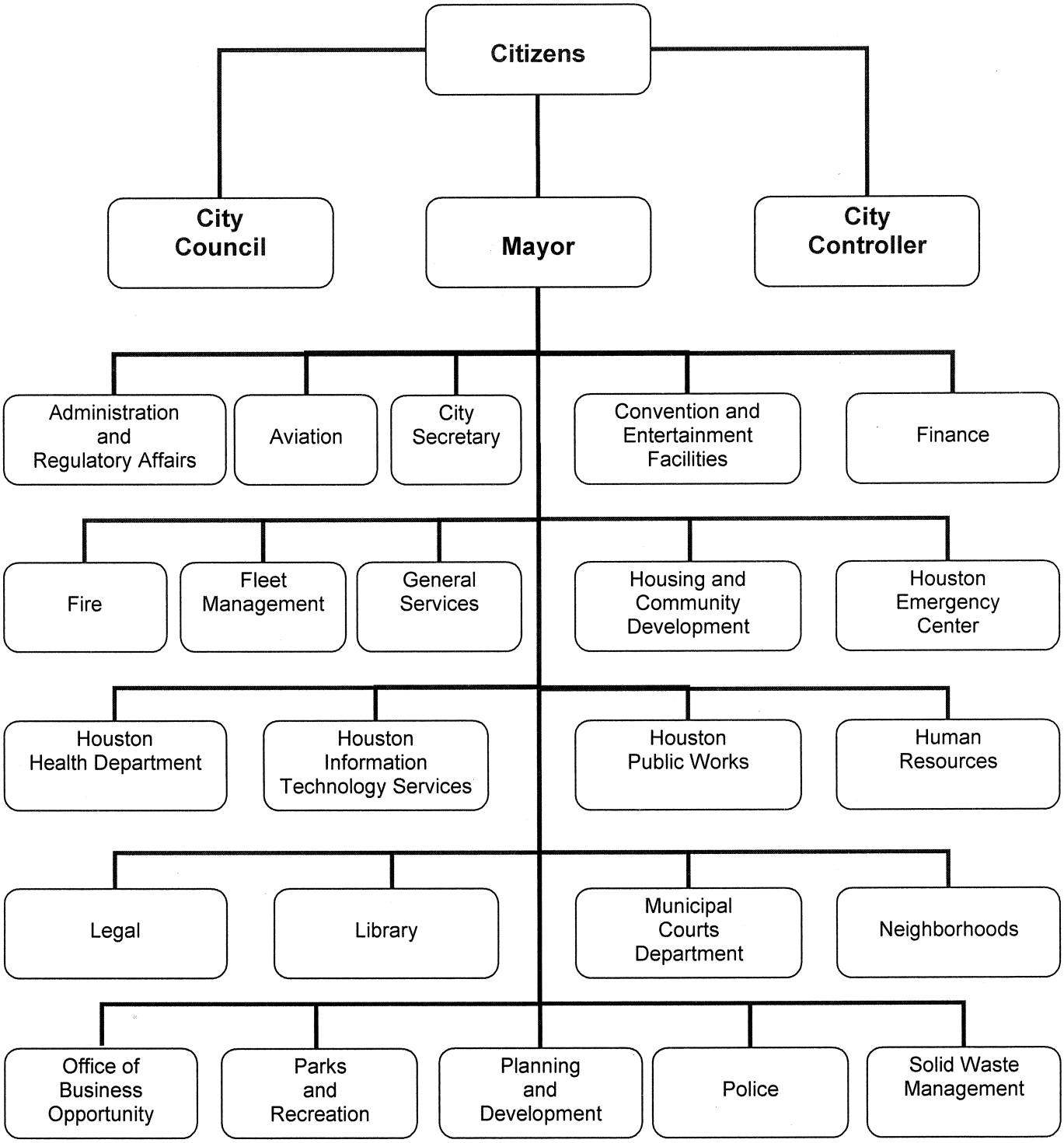ORGANIZATION CHART