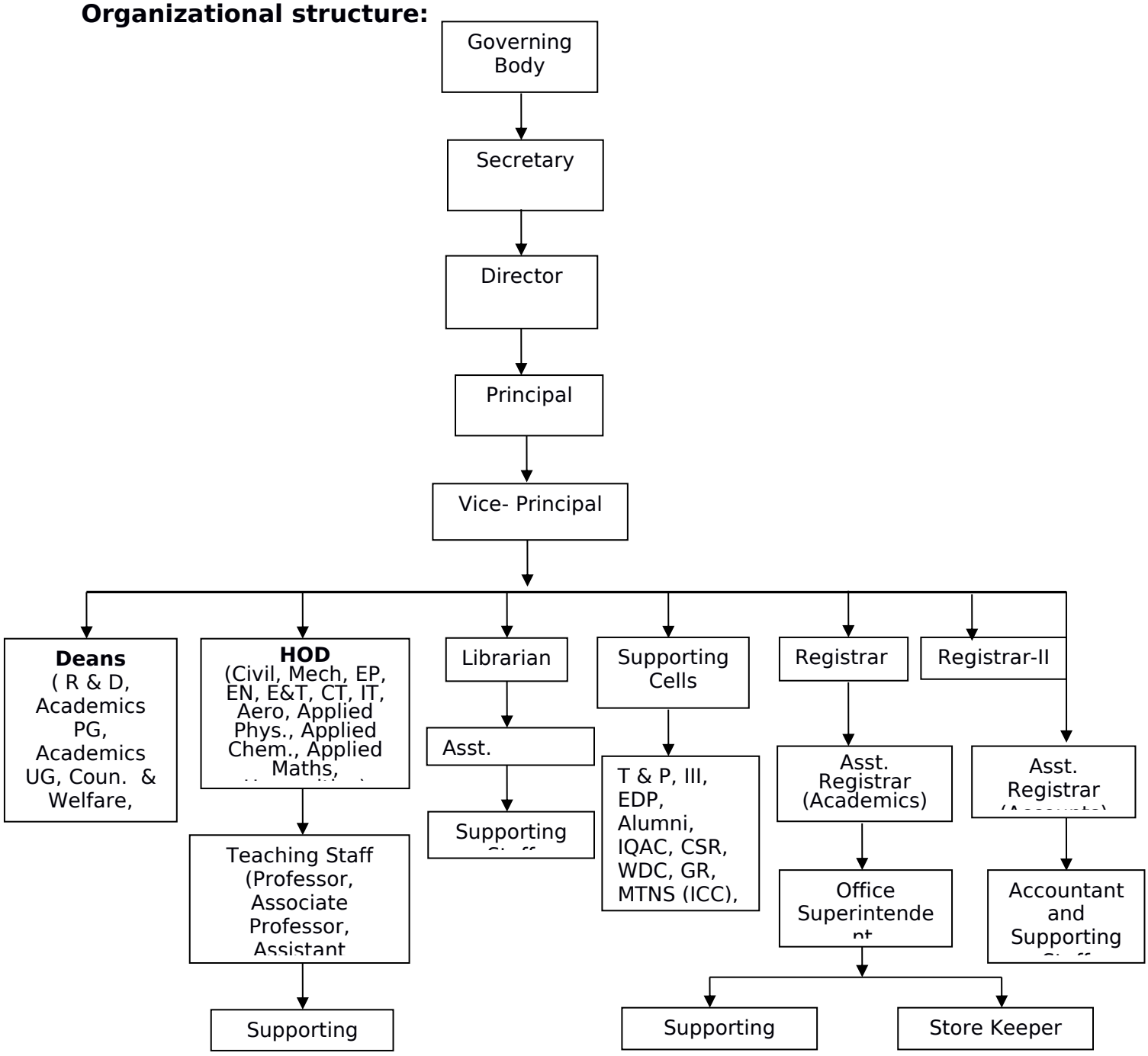Organizational structure: