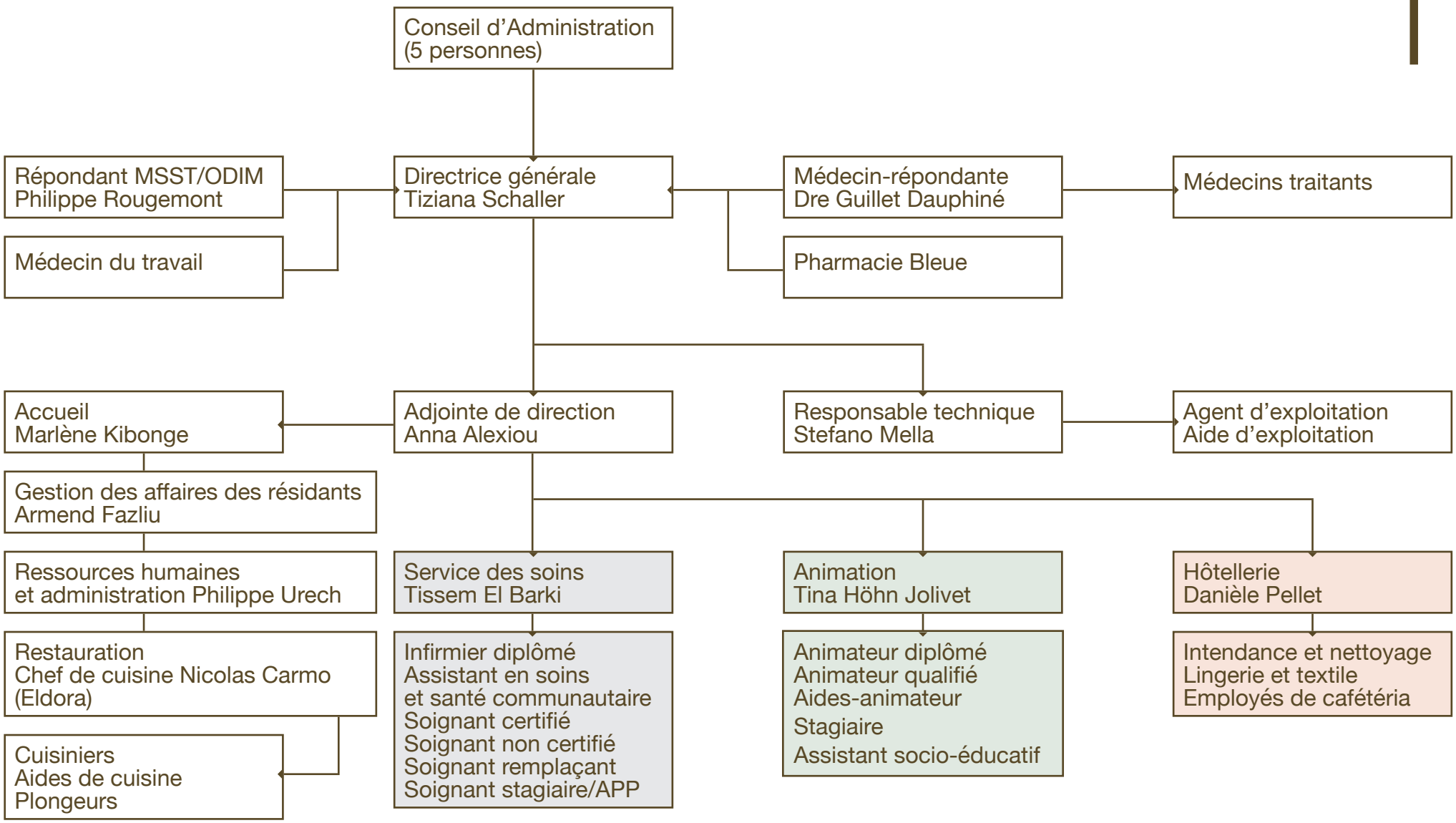organigramme