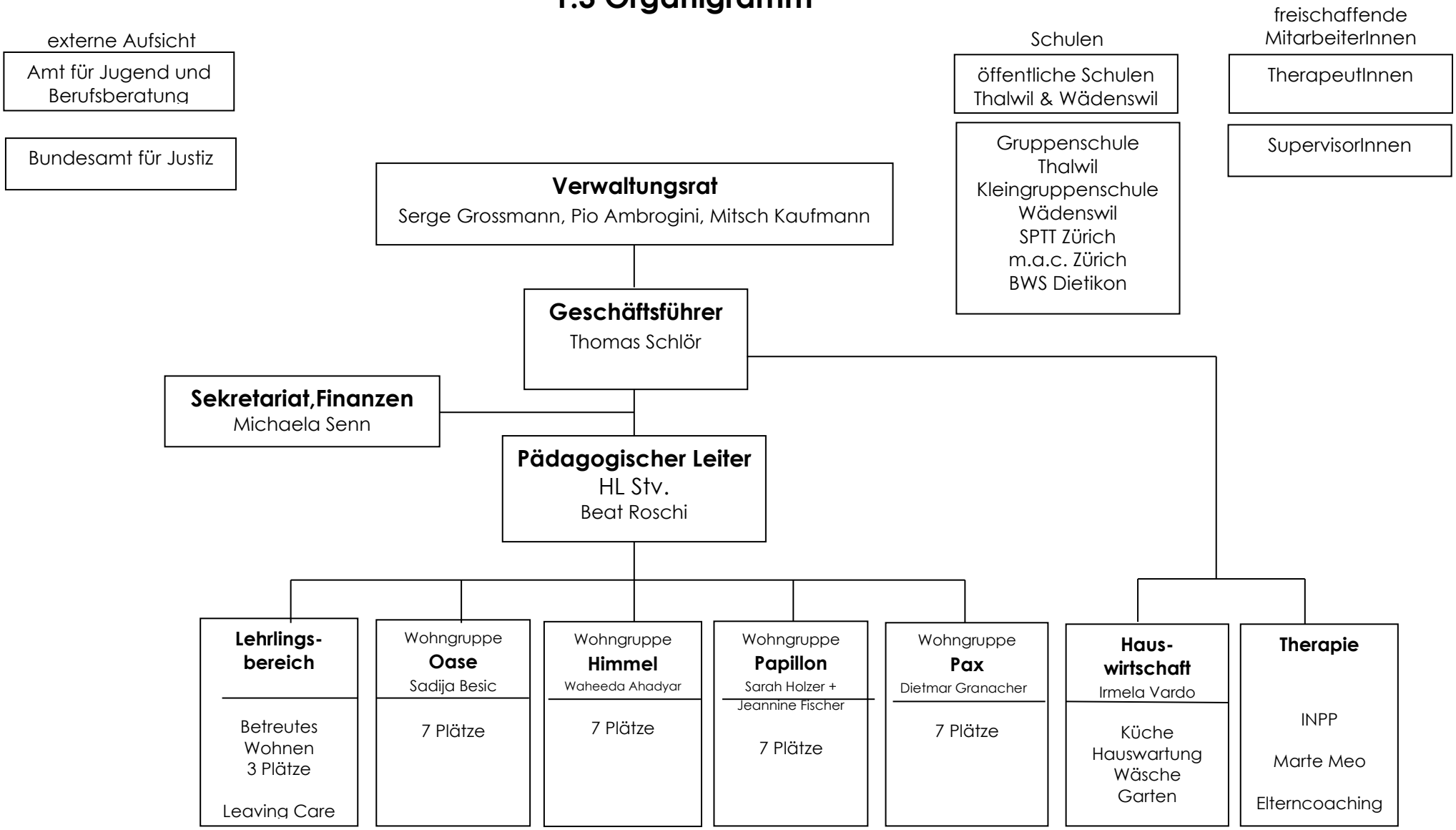1.3 Organigramm