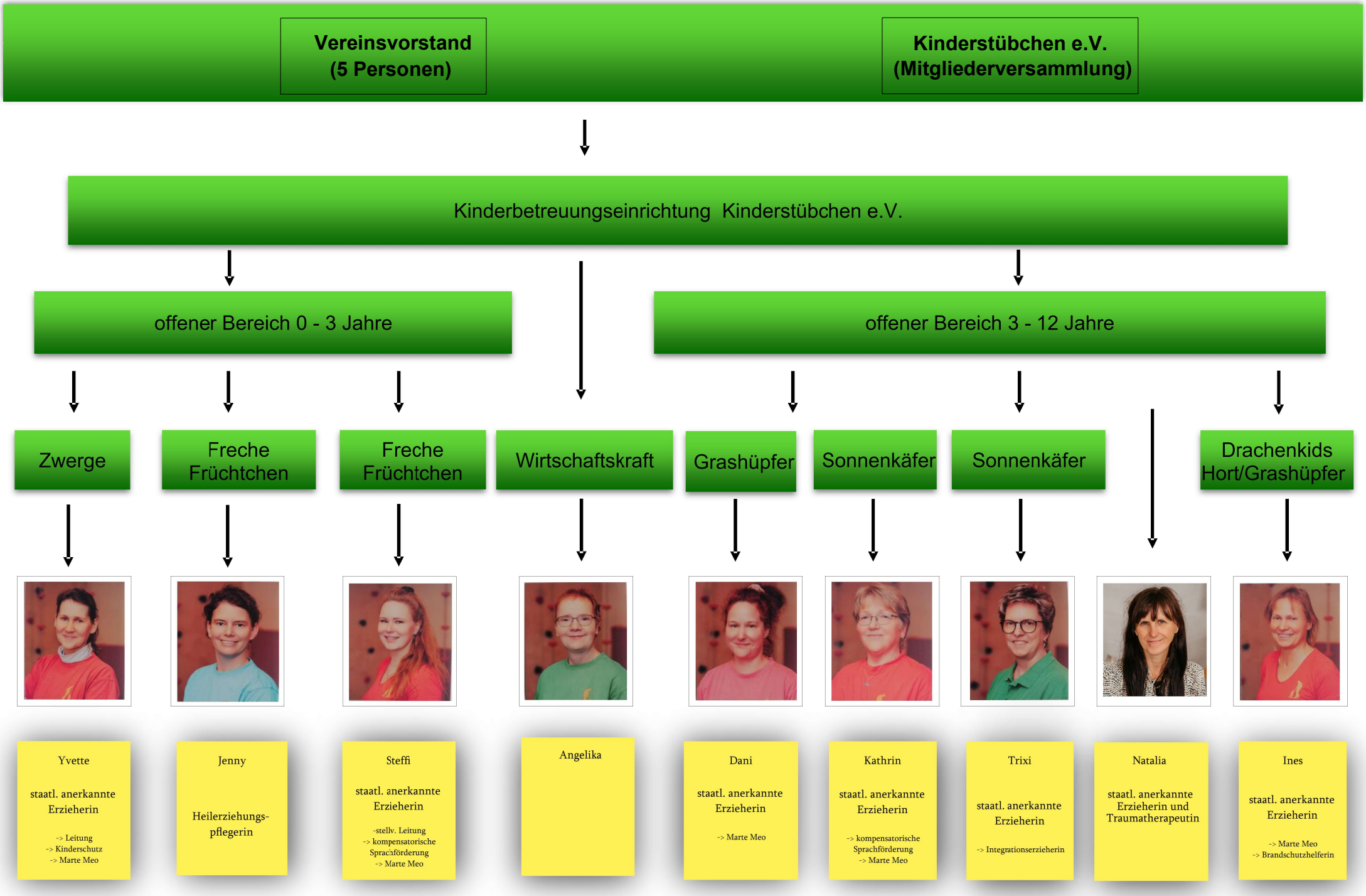3.2 Organigramm