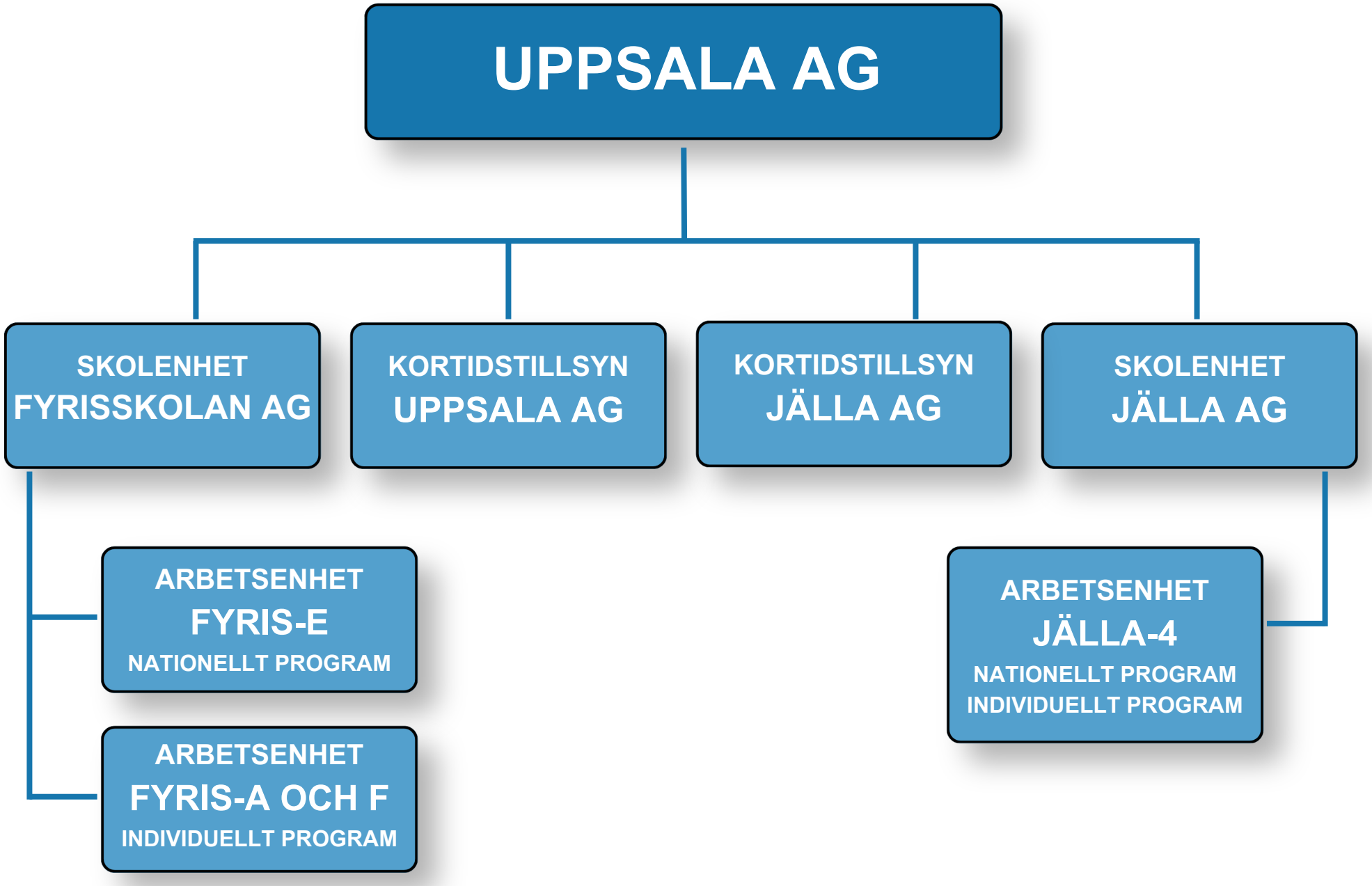ORGANISATIONSSTRUKTUR