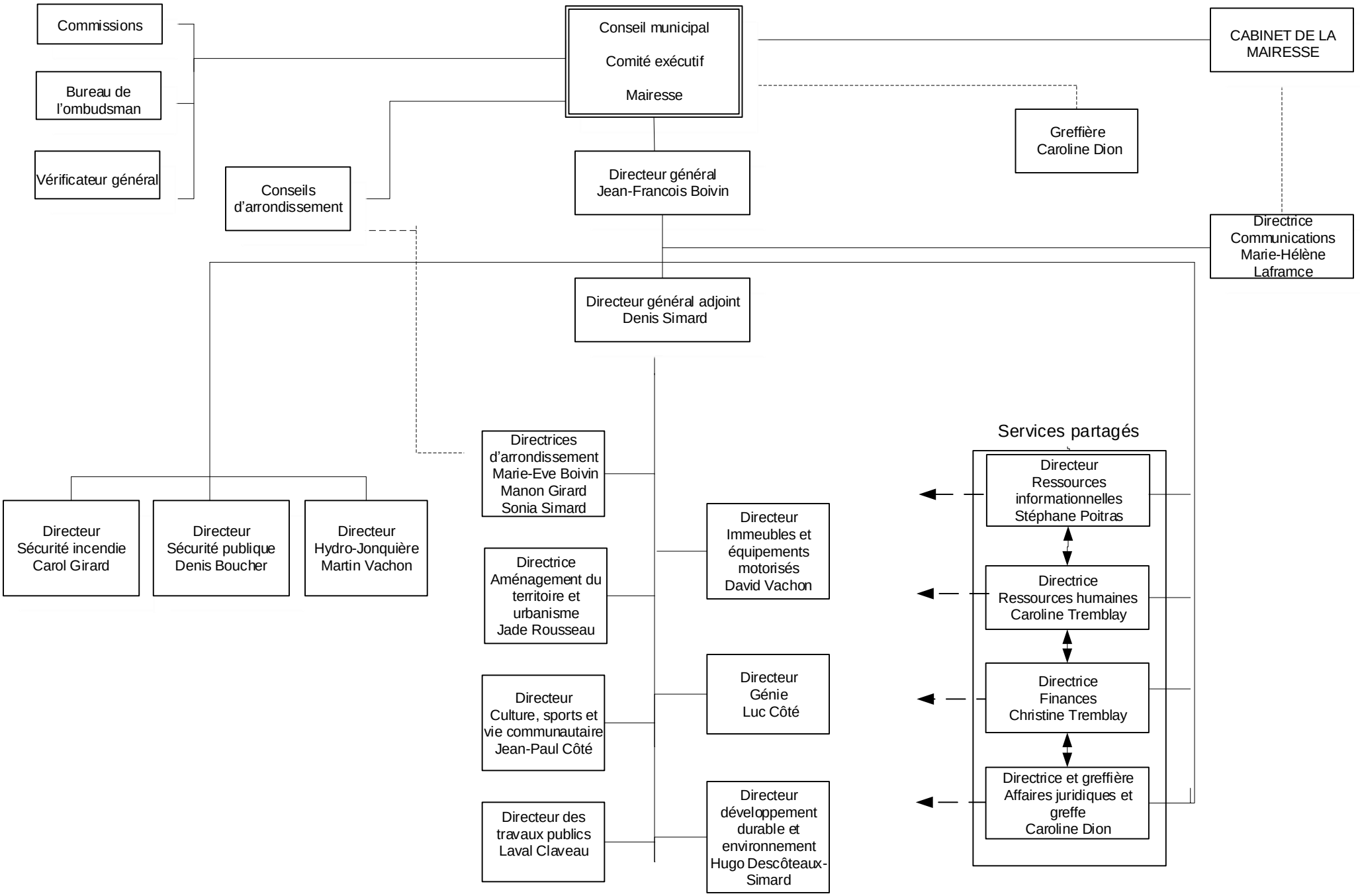Structure organisationnelle