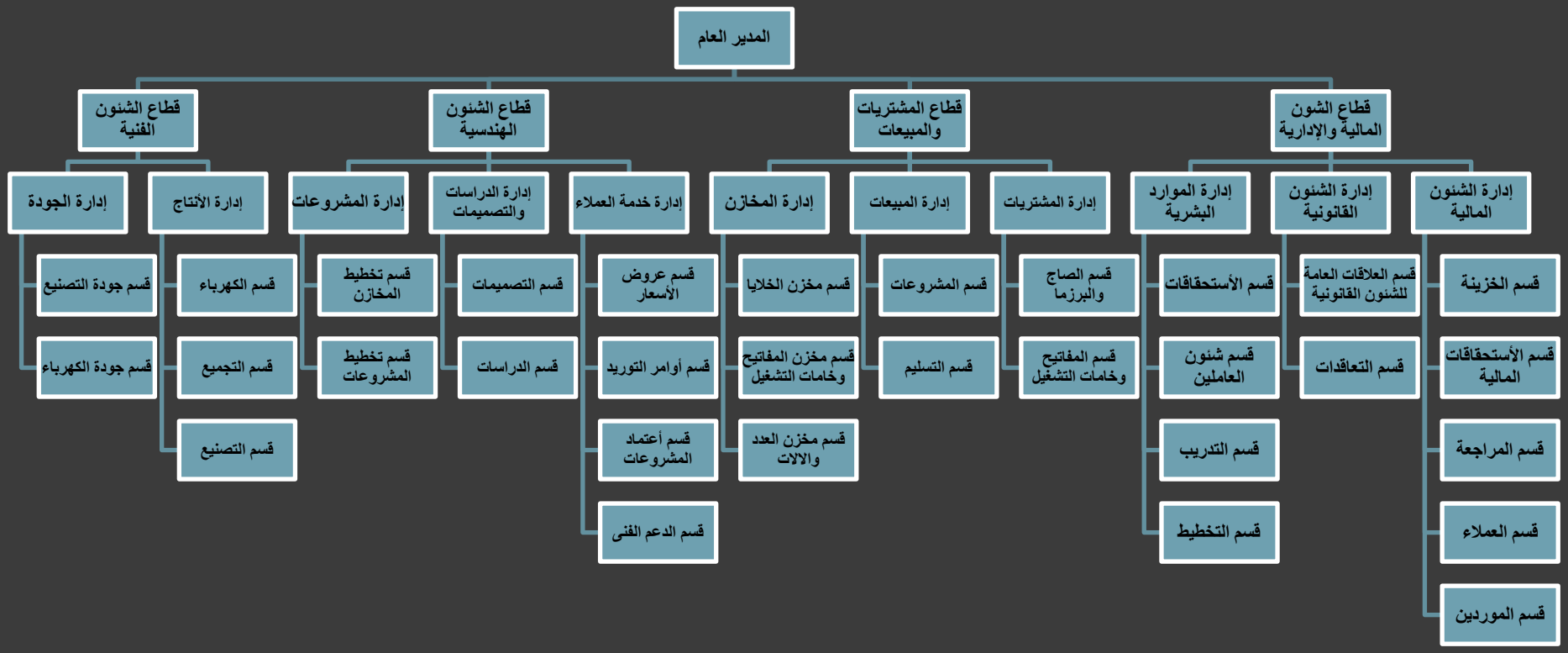الهيكل التنظيمى