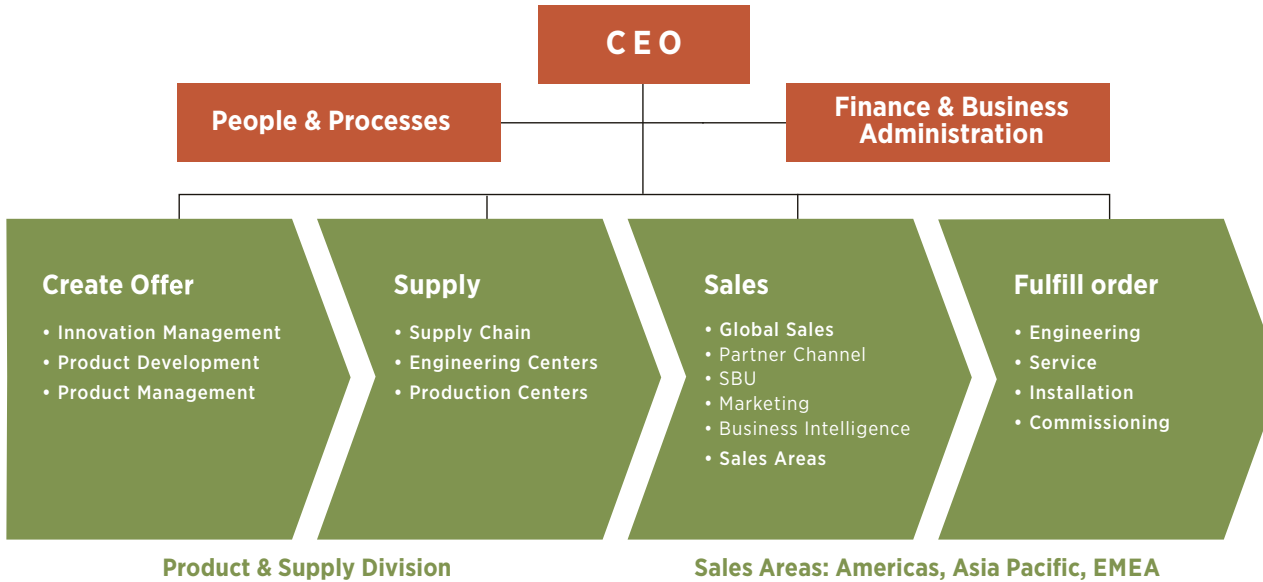Organization and structure