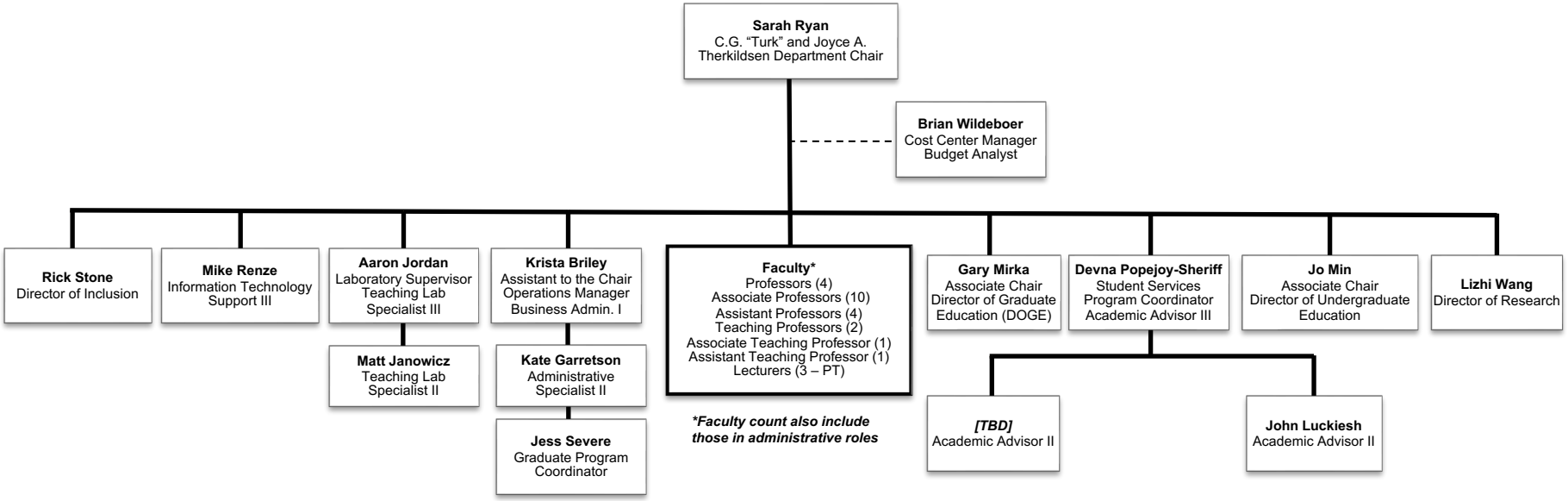Department Organization