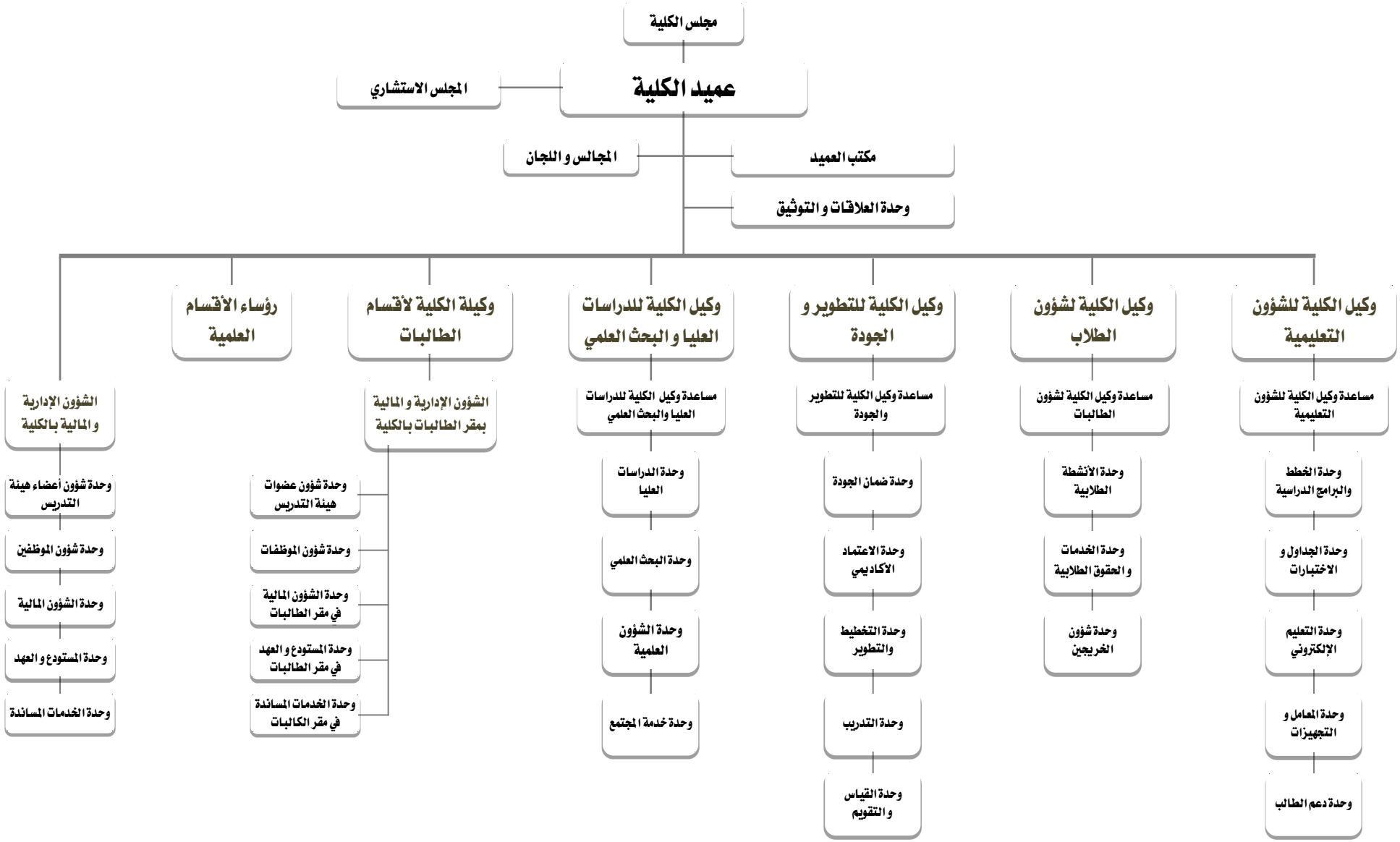الهيكل التنظيمي :