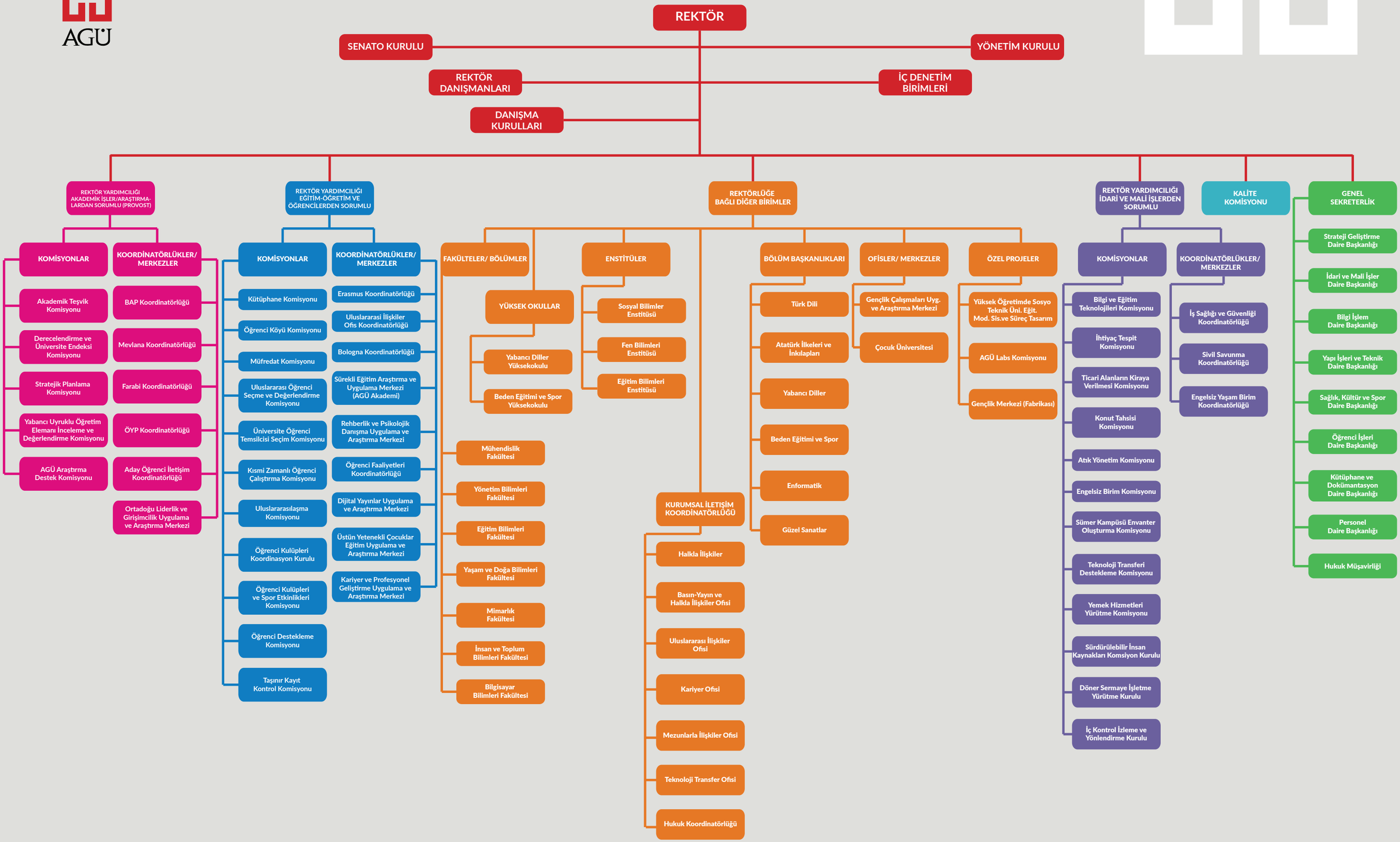ORGANİZASYON ŞEMASI