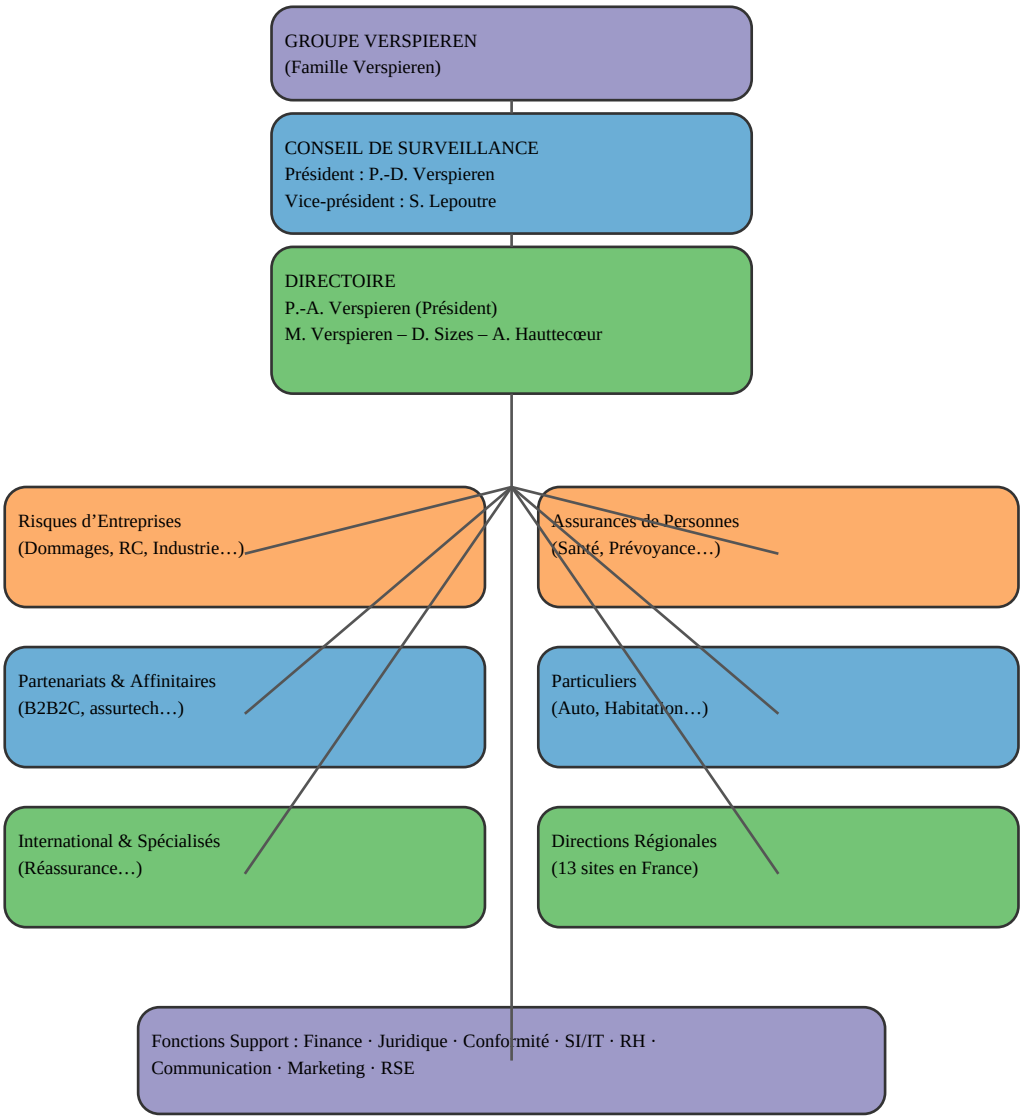Organigramme – Verspieren