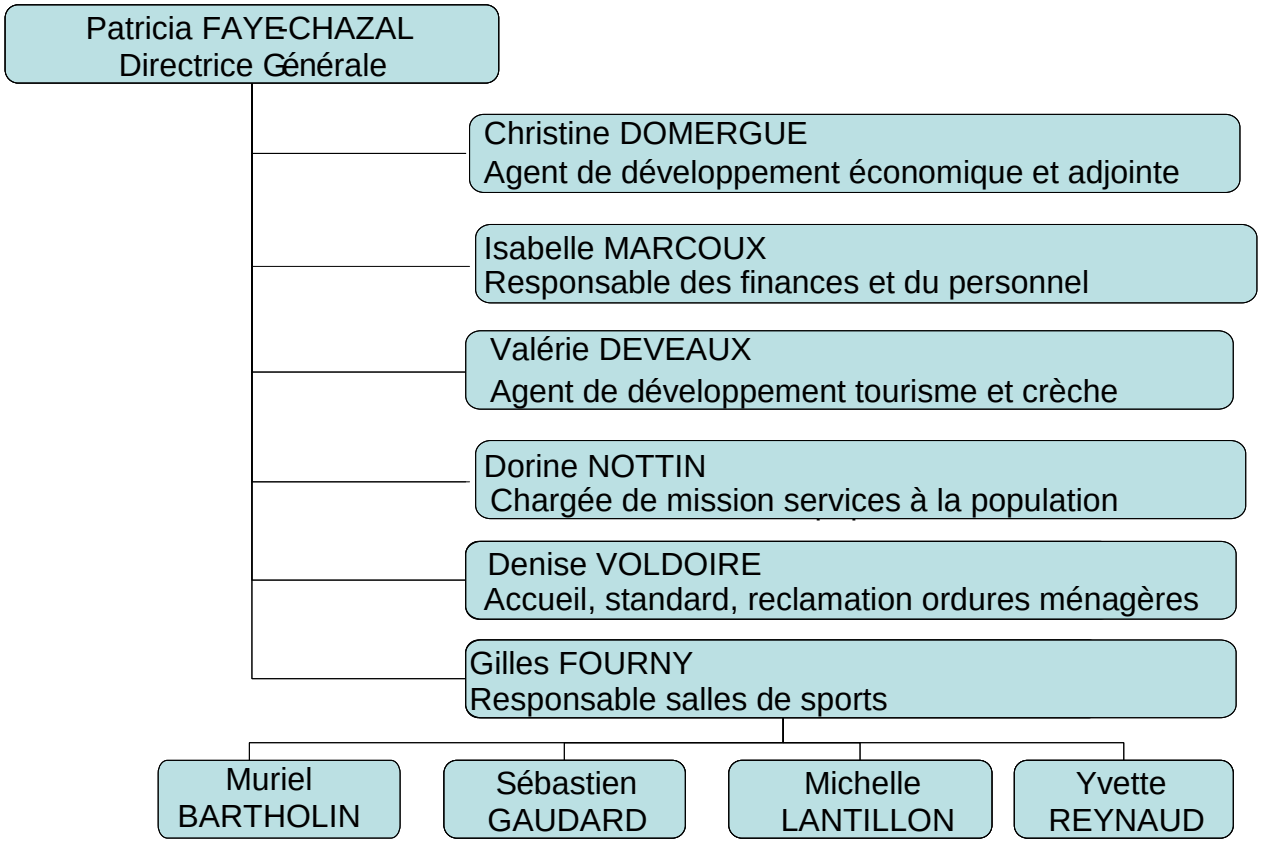Organisation du personnel