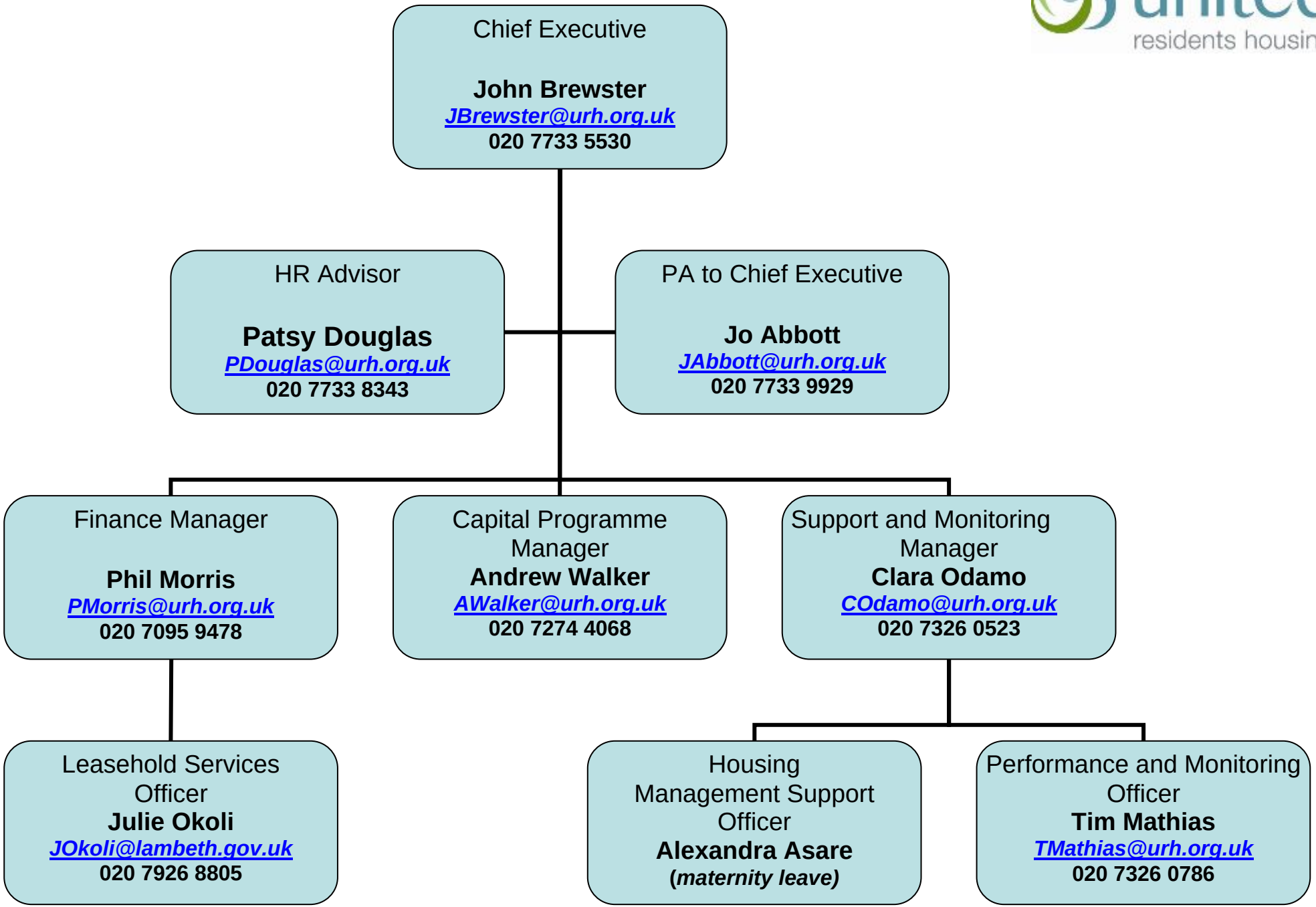URH Organisation Chart