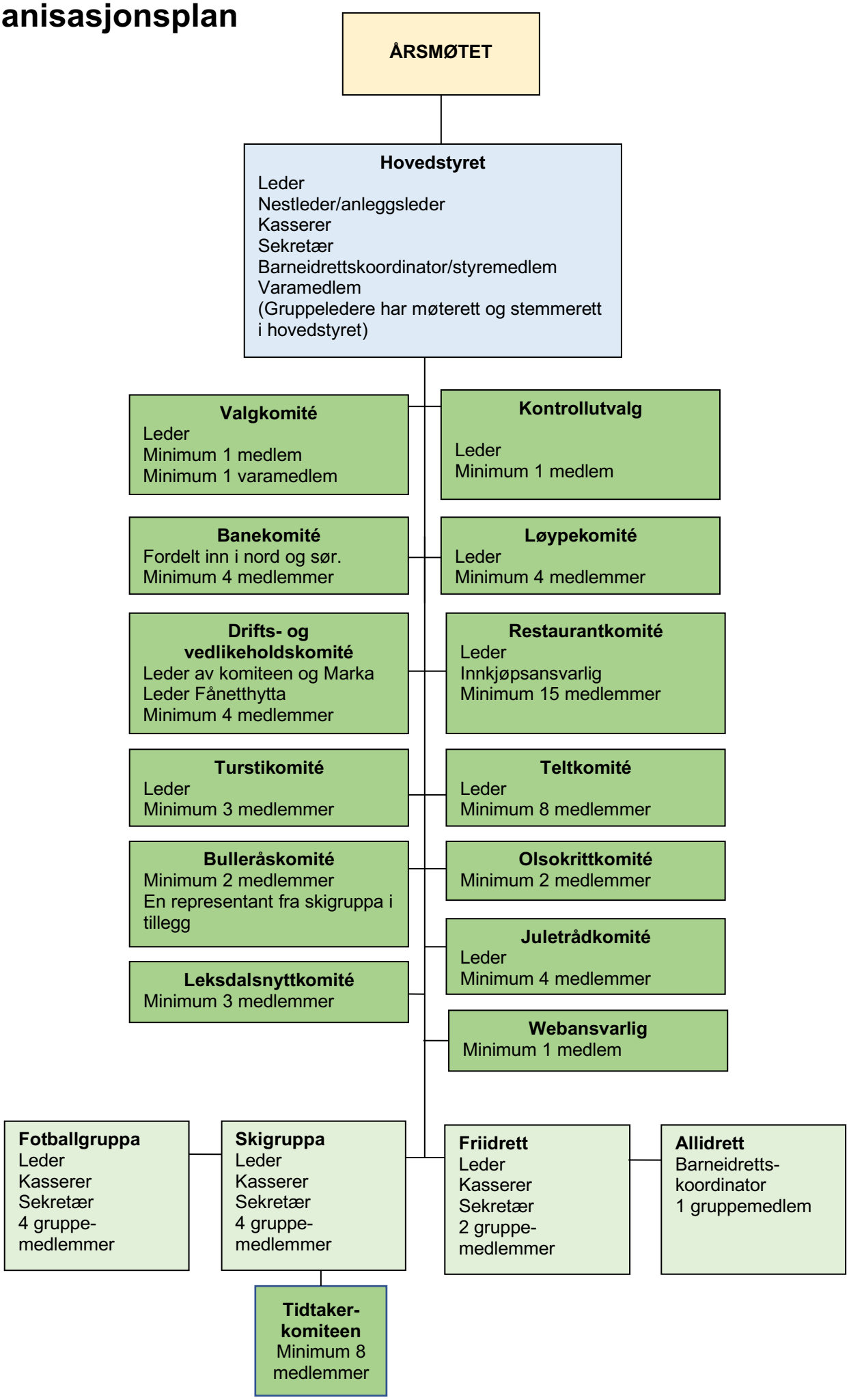Organisasjonsplan