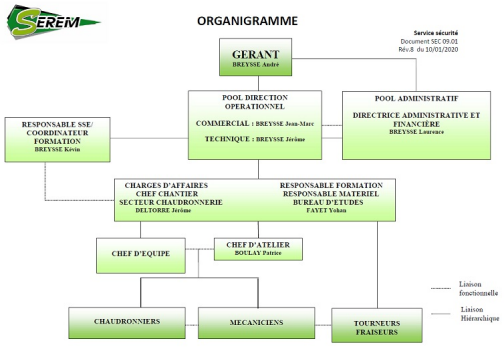Organigramme / Effectifs