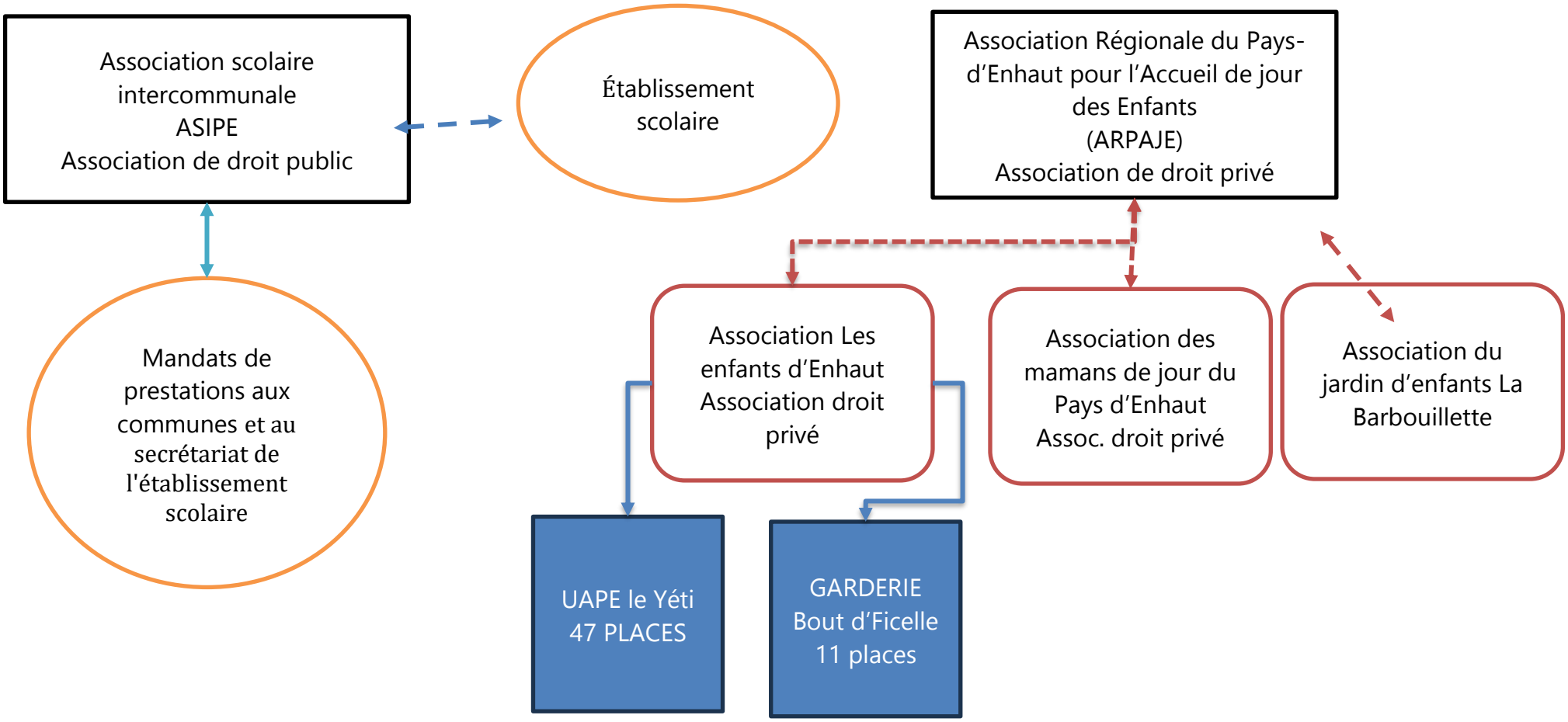Schéma de l'organisation actuelle