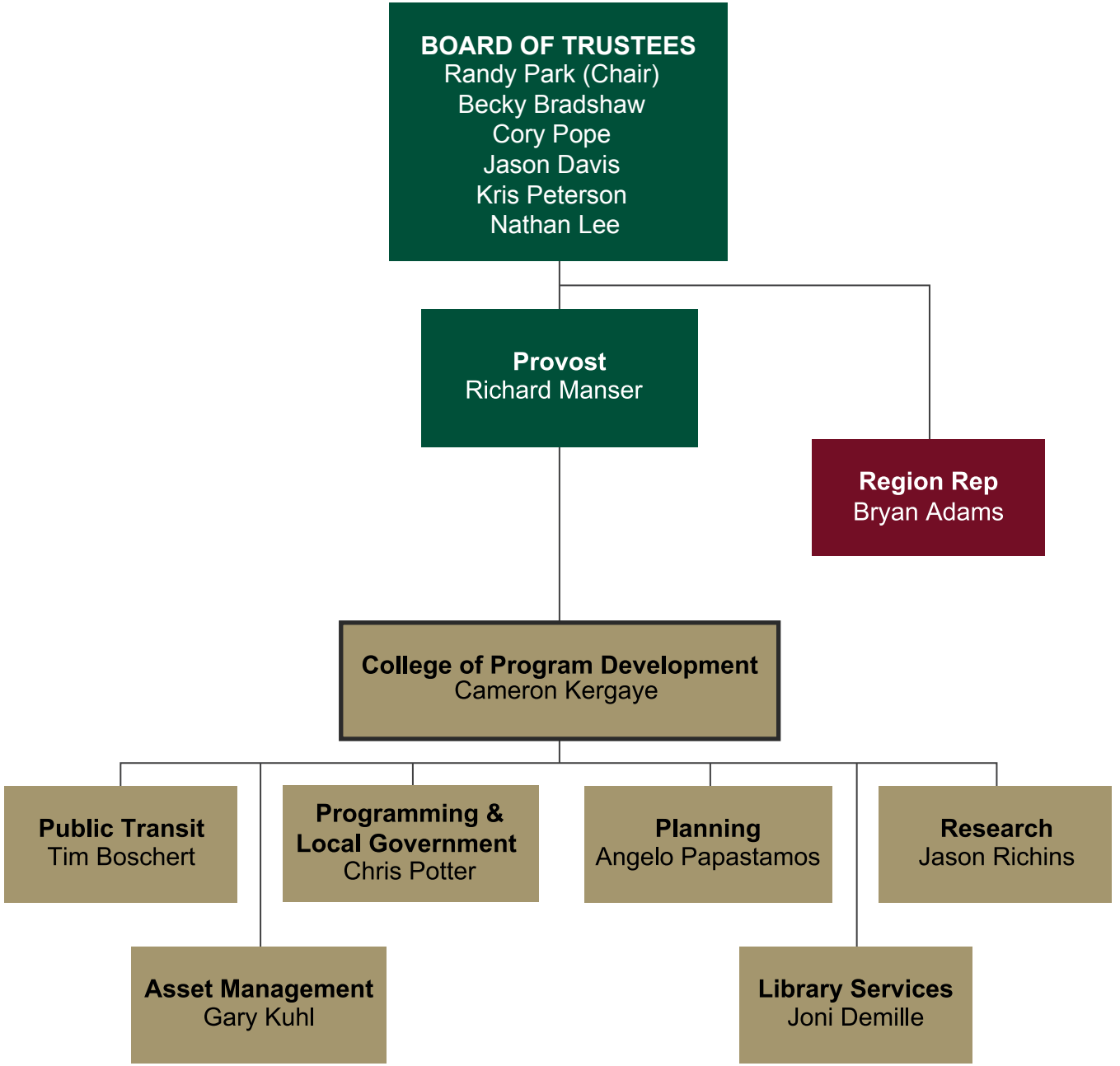Planning and Progamming Org Chart