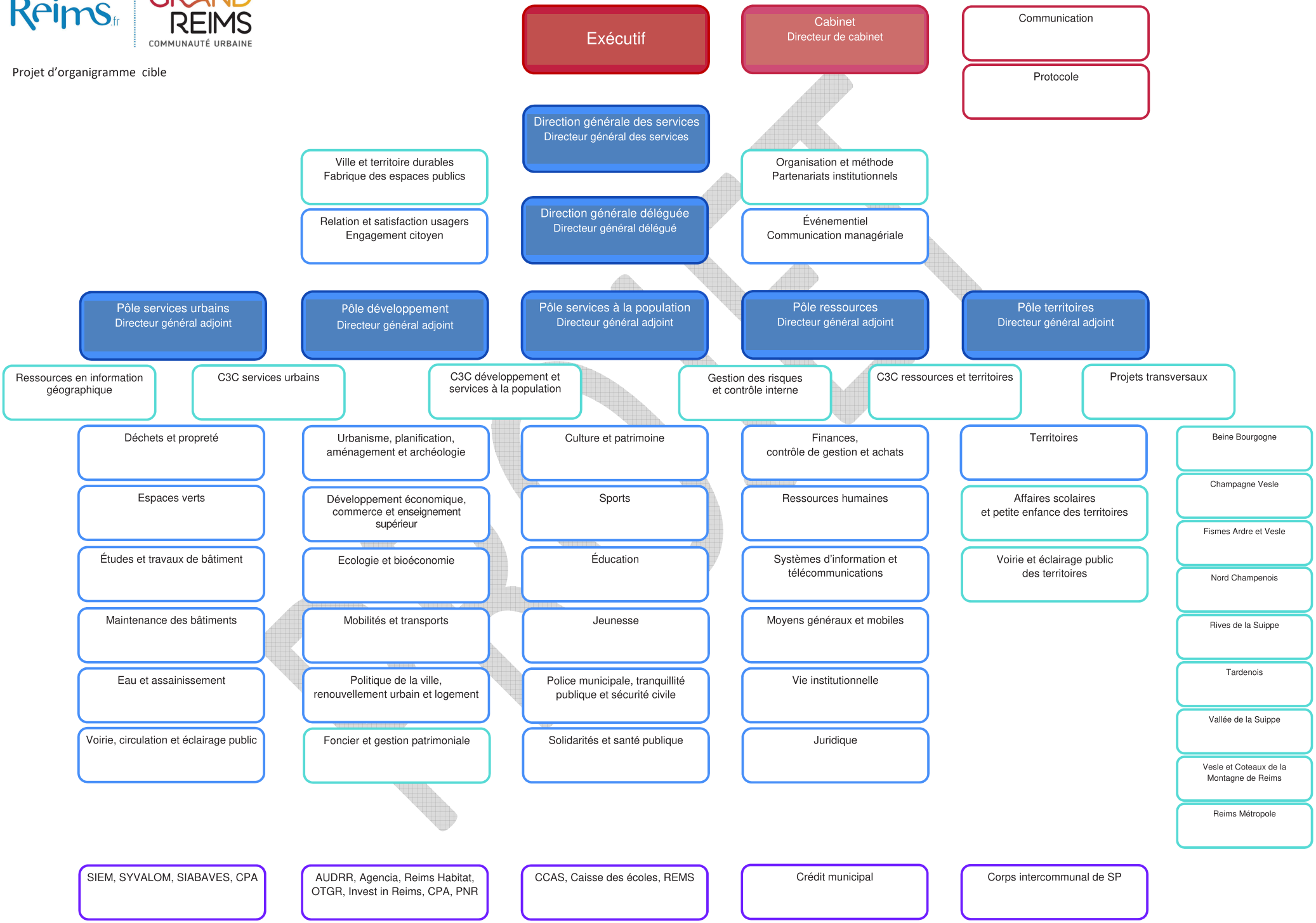Projet d'organigramme cible