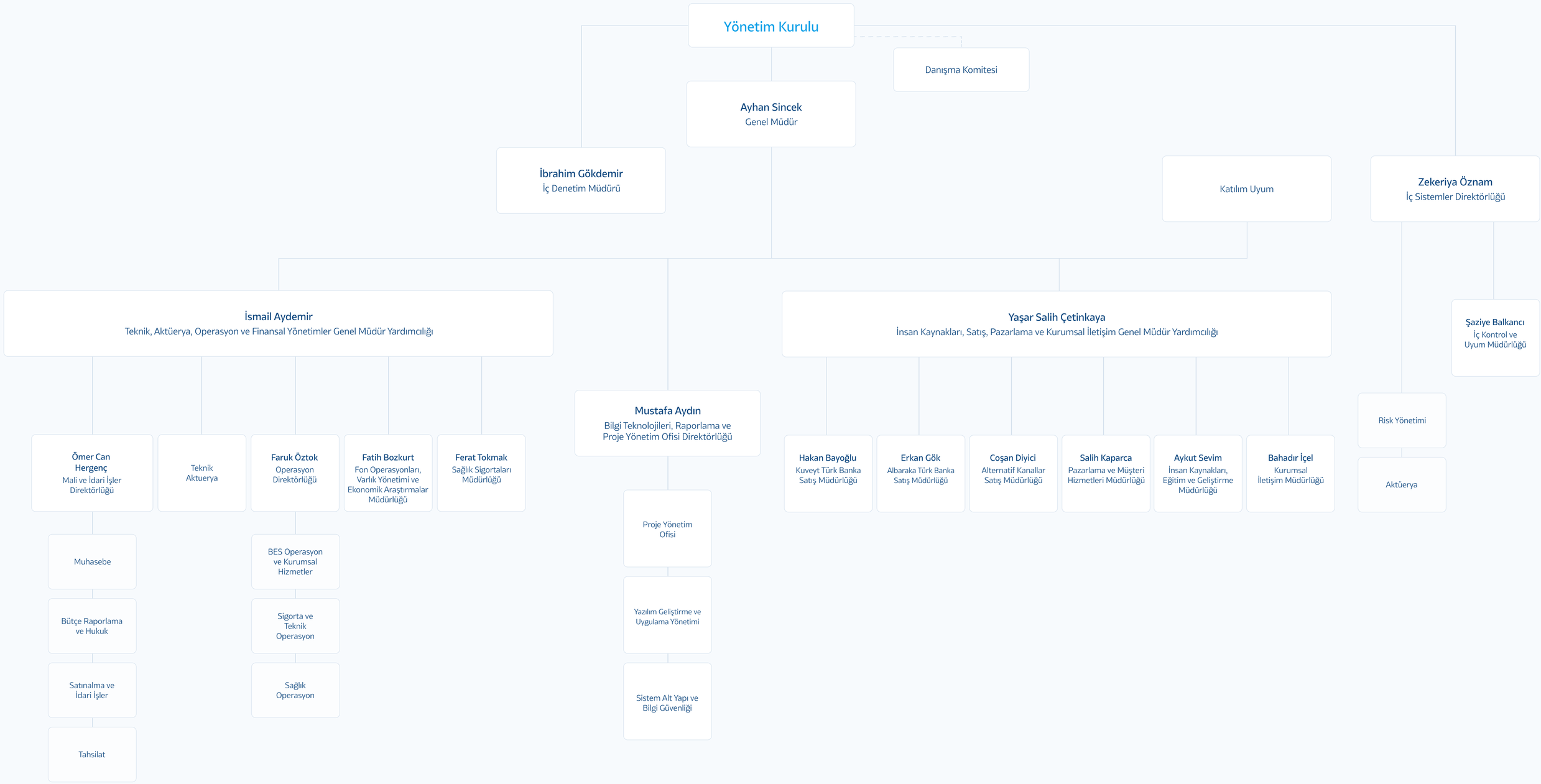Organizasyon Yapımız