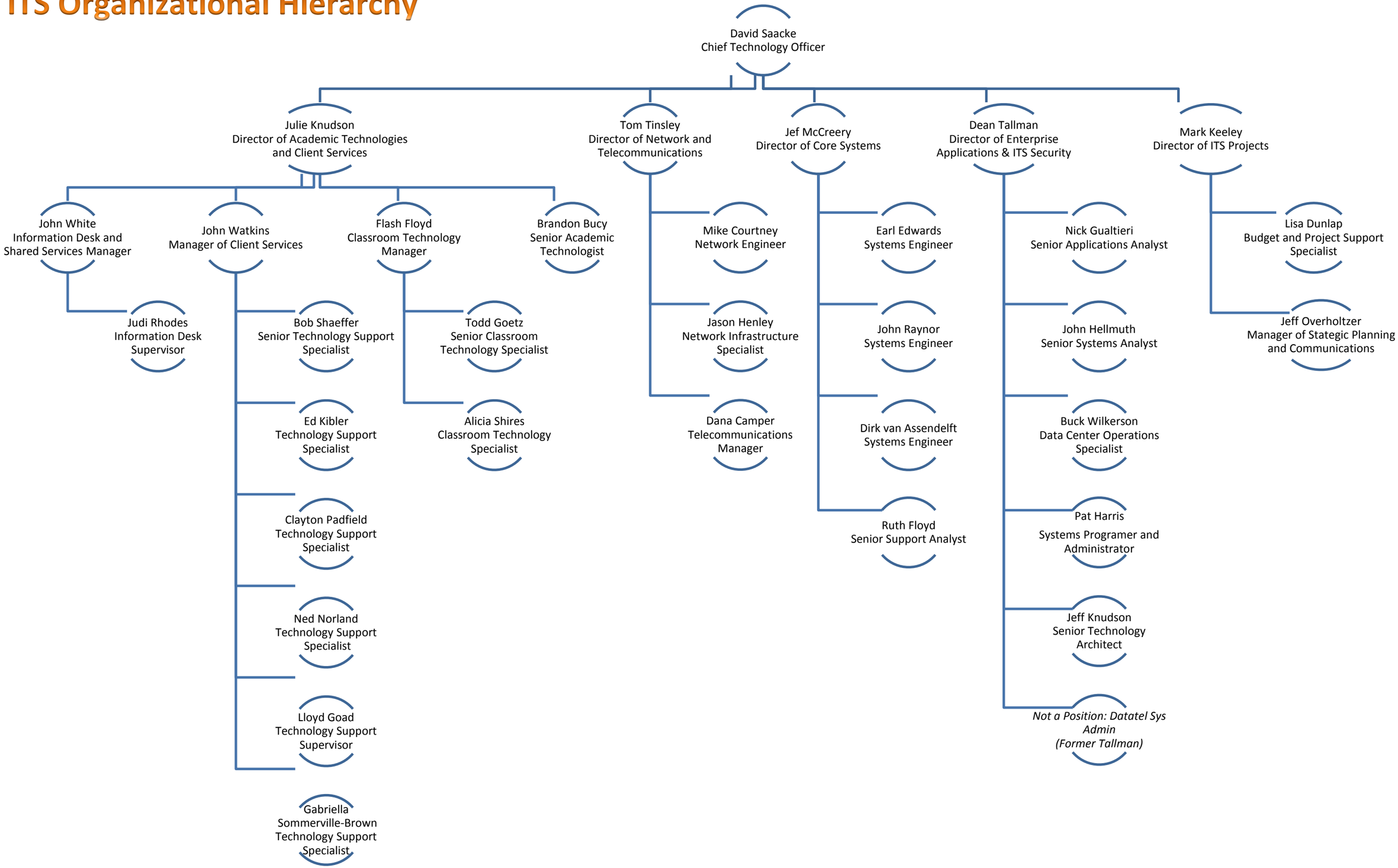ITS Organizational Hierarchy