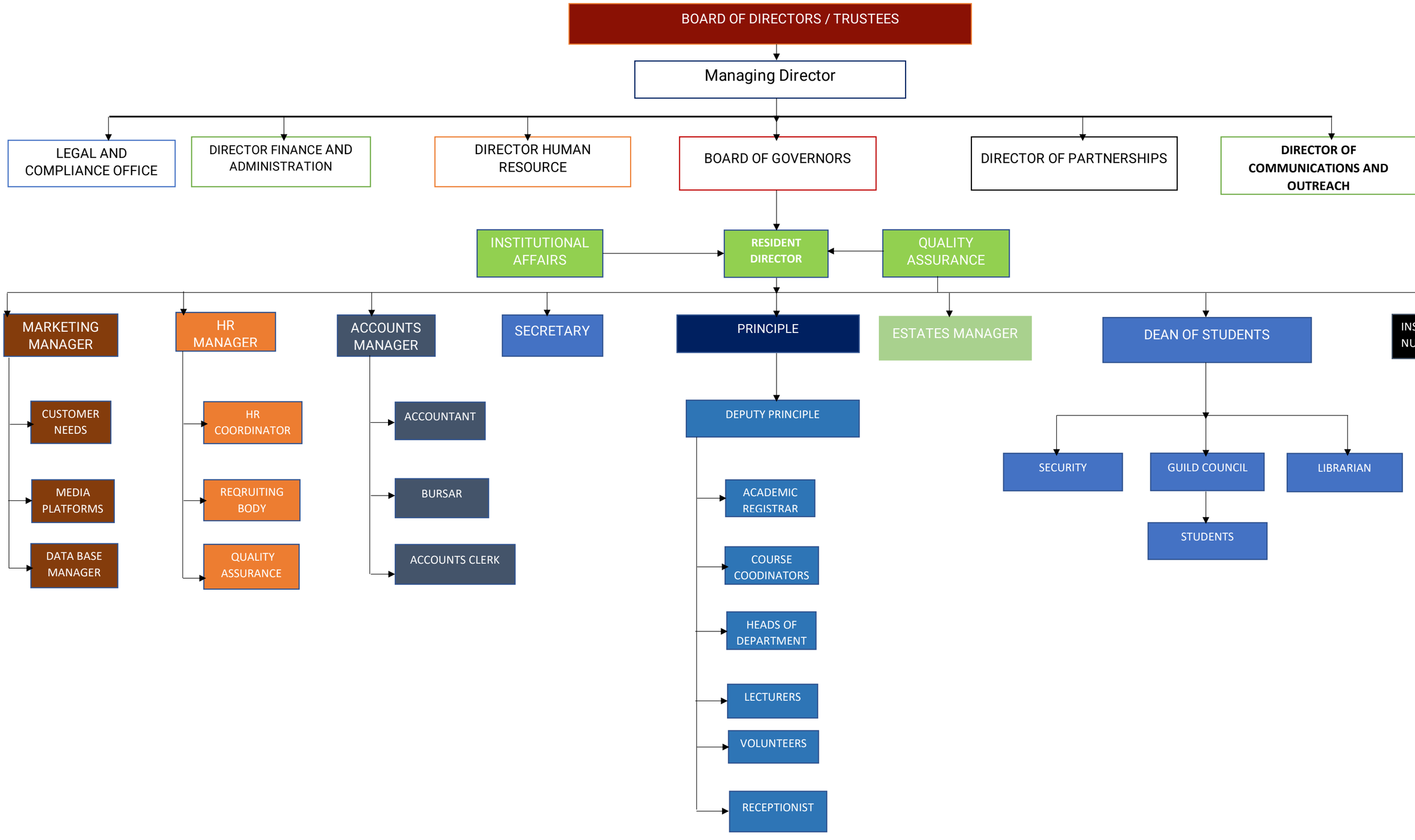IMLS ORGANISATIONAL STRUCTURE