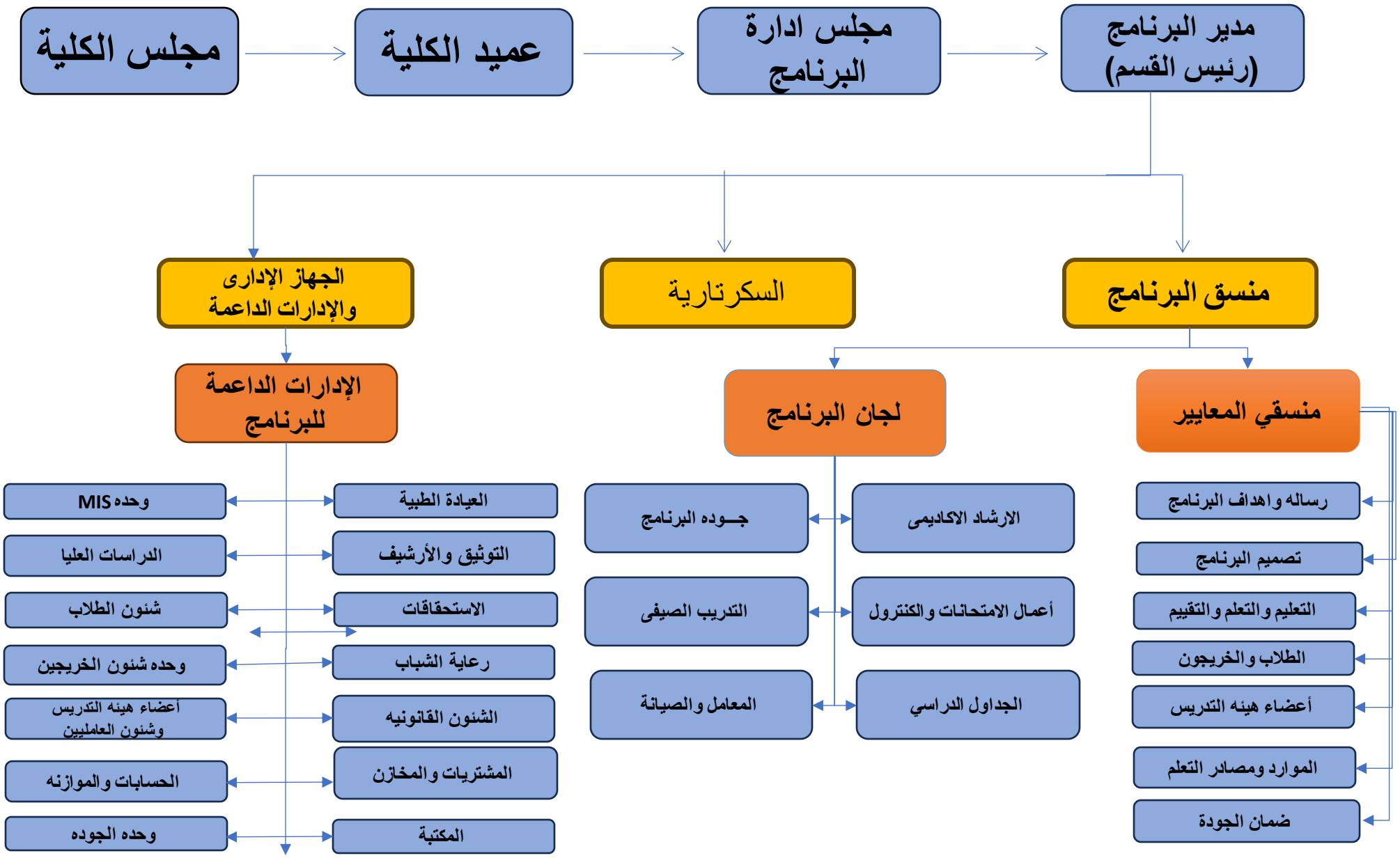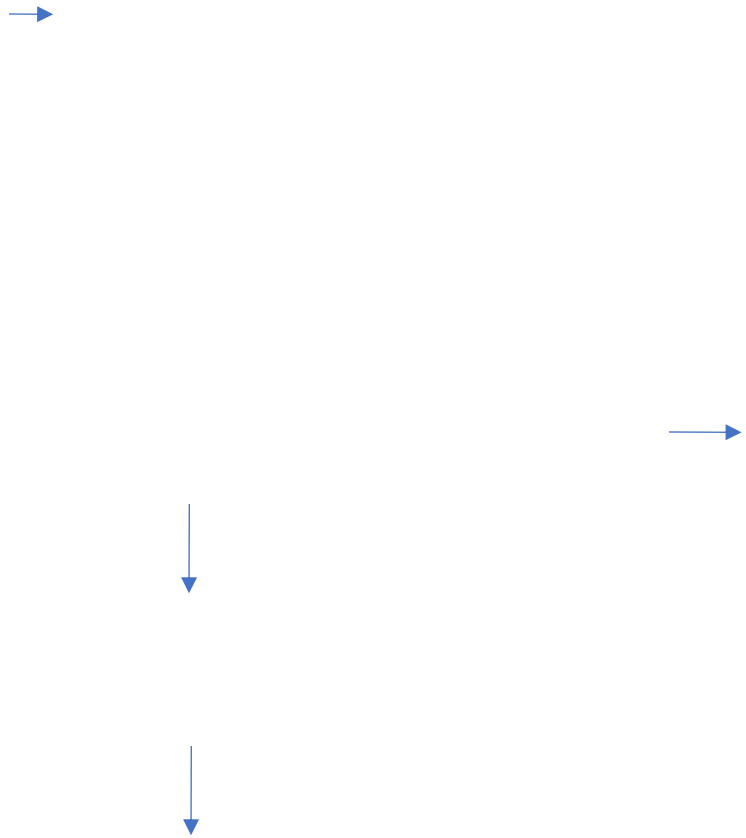الهيكل التنظيمي للبرنامج