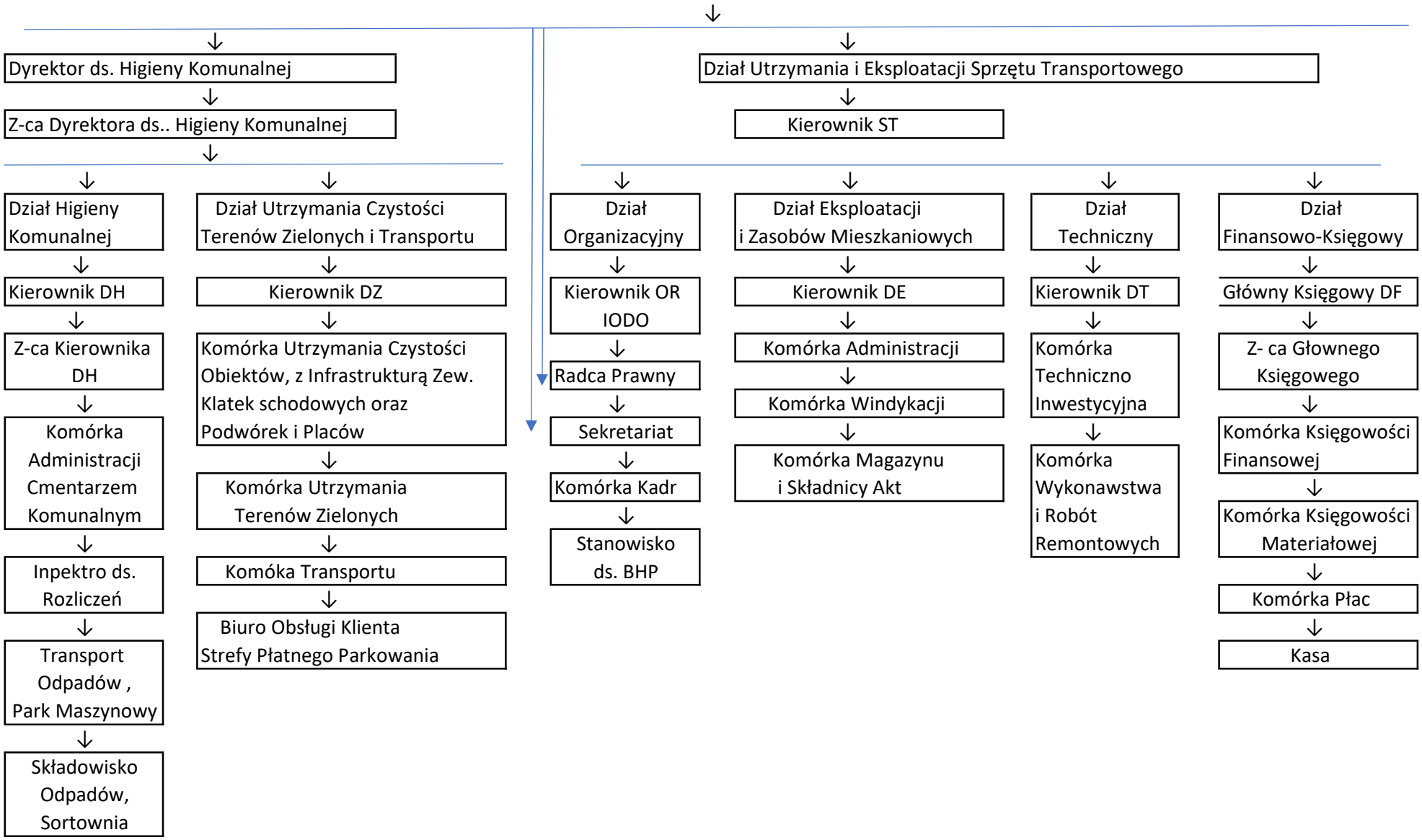Schmat Organizacyjny