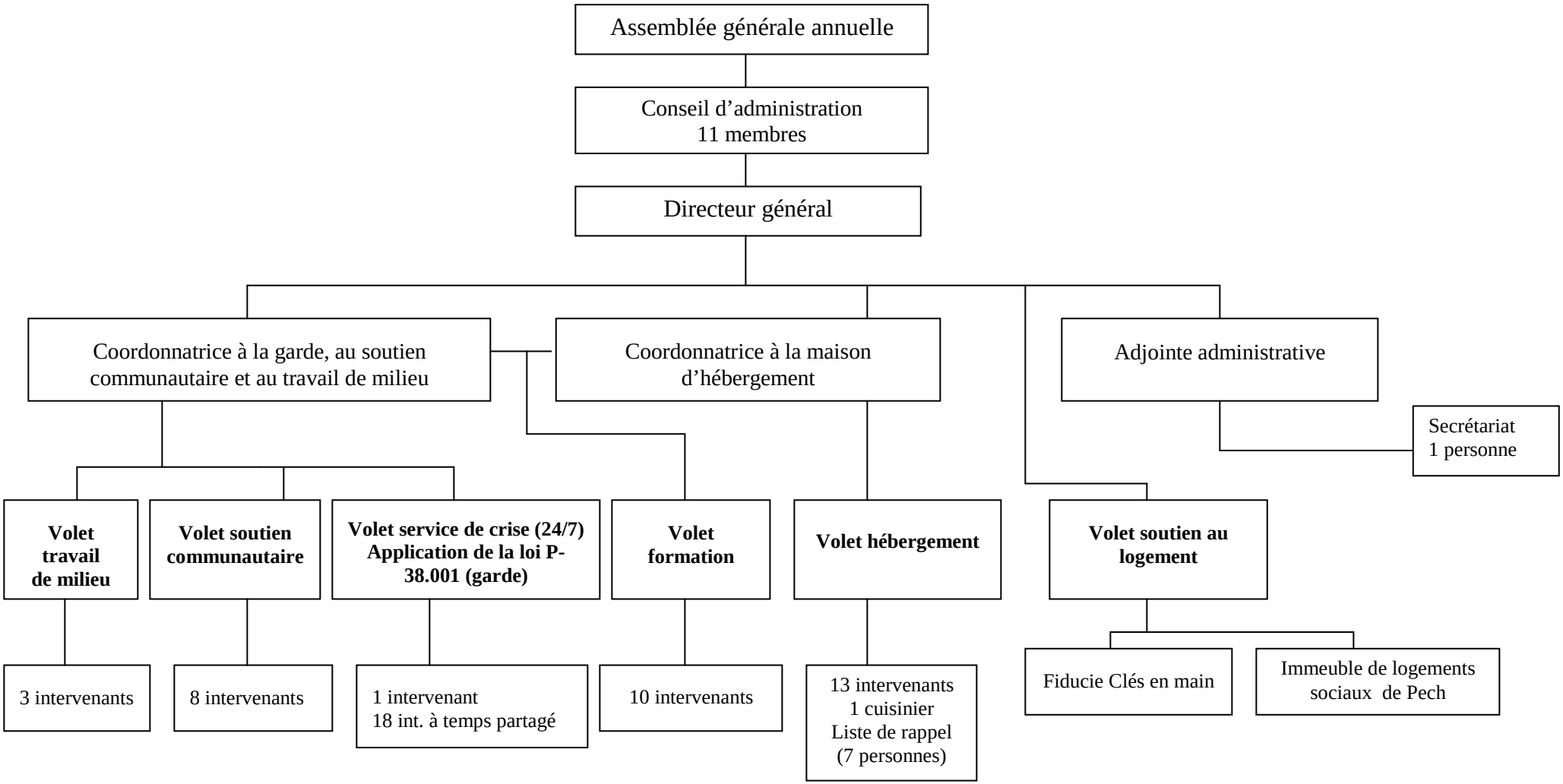Organigramme de Pech