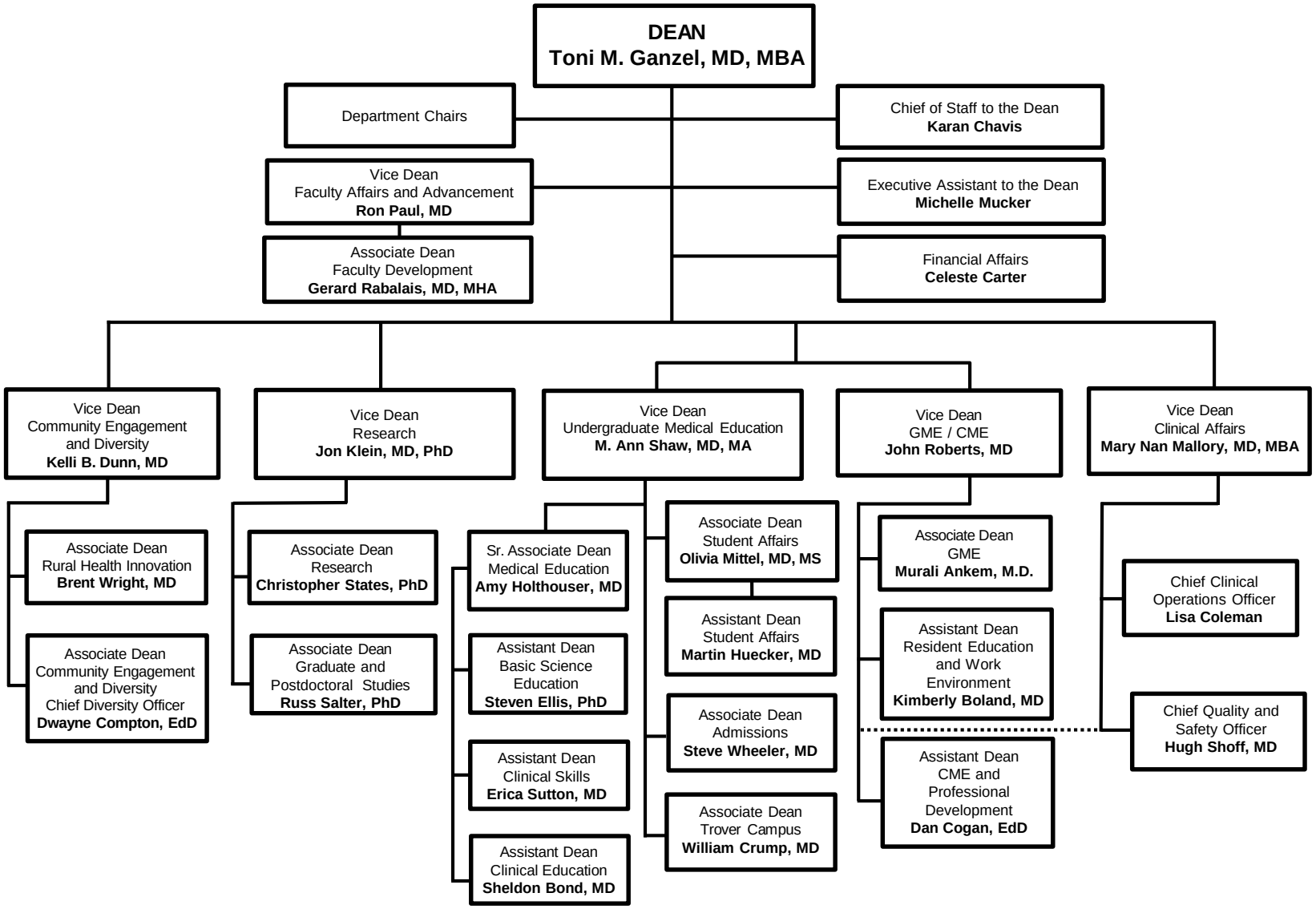SOM Organizational Structure