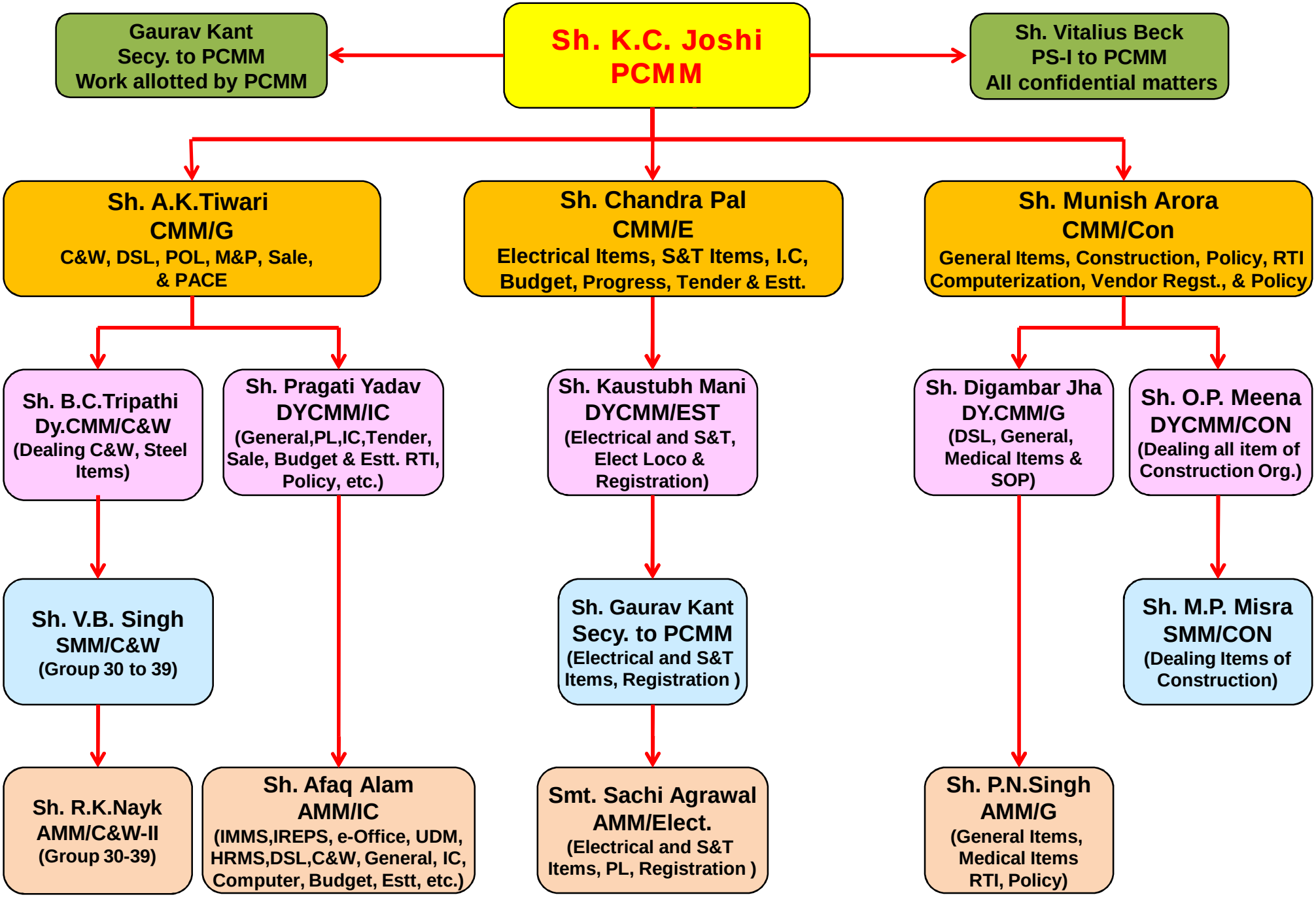Organisational Setup (HQ)