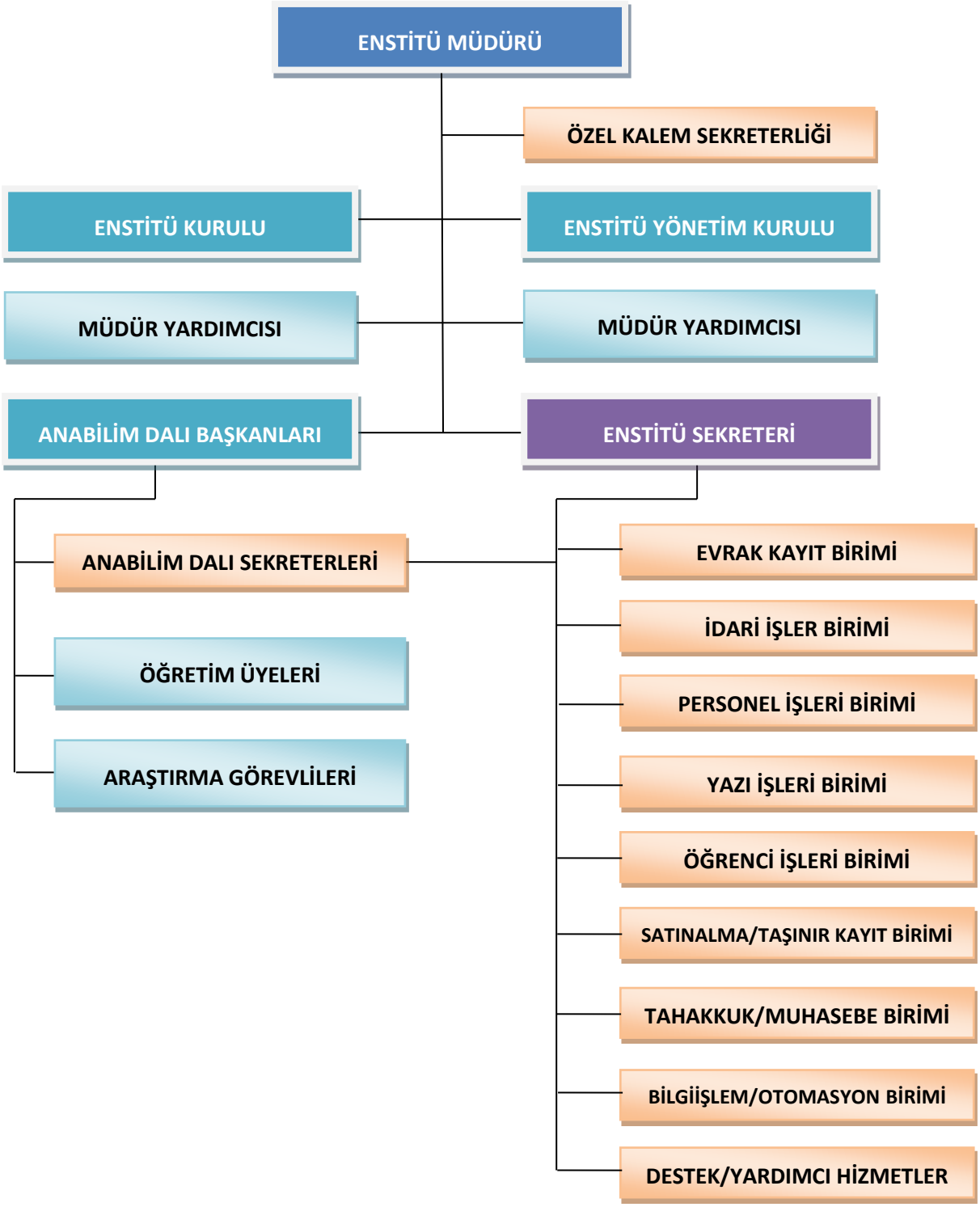TEŞKİLAT YAPISI