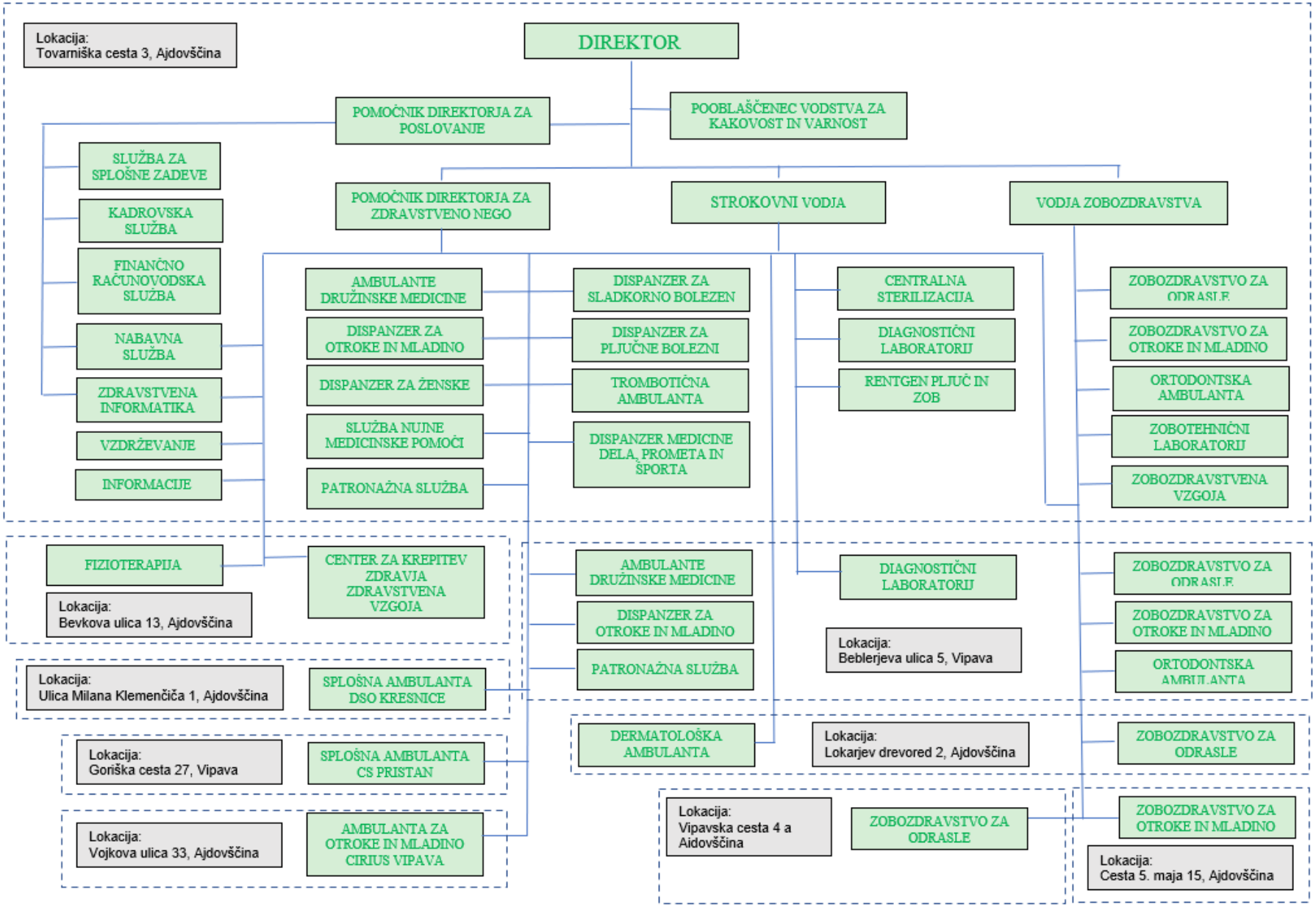ORGANIZACIJSKA SHEMA