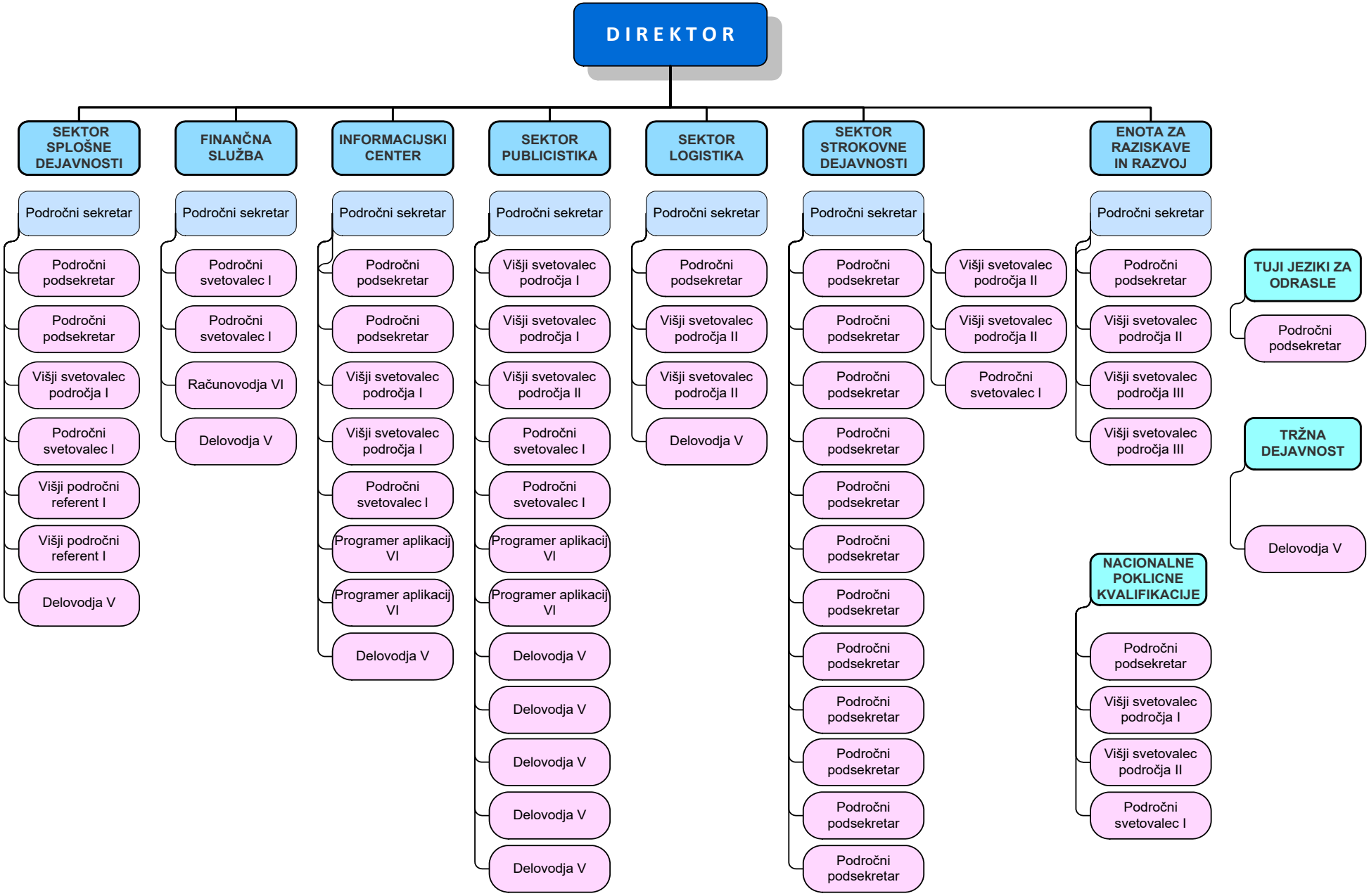Organizacijska shema Rica