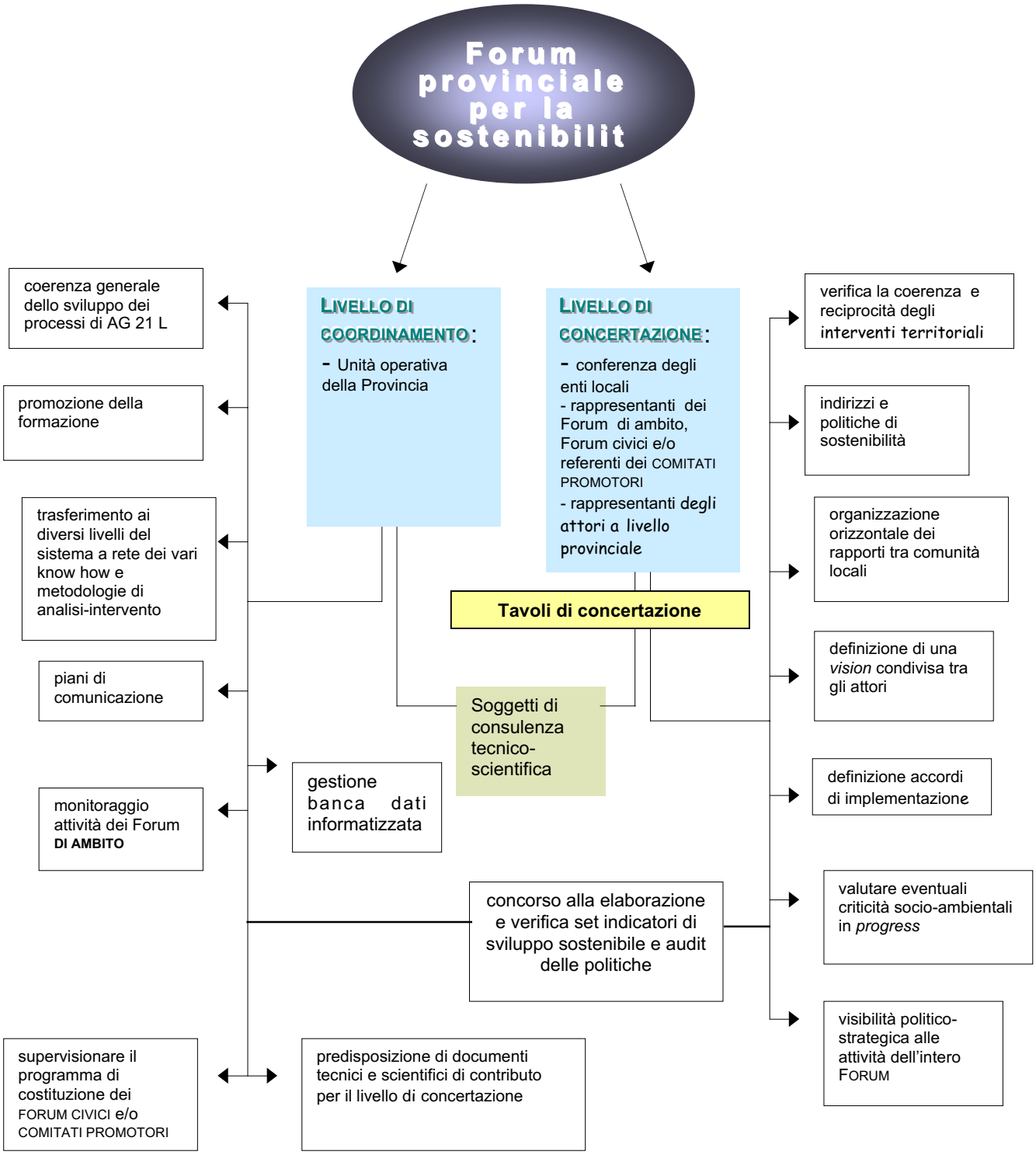organigramma e funzionigramma