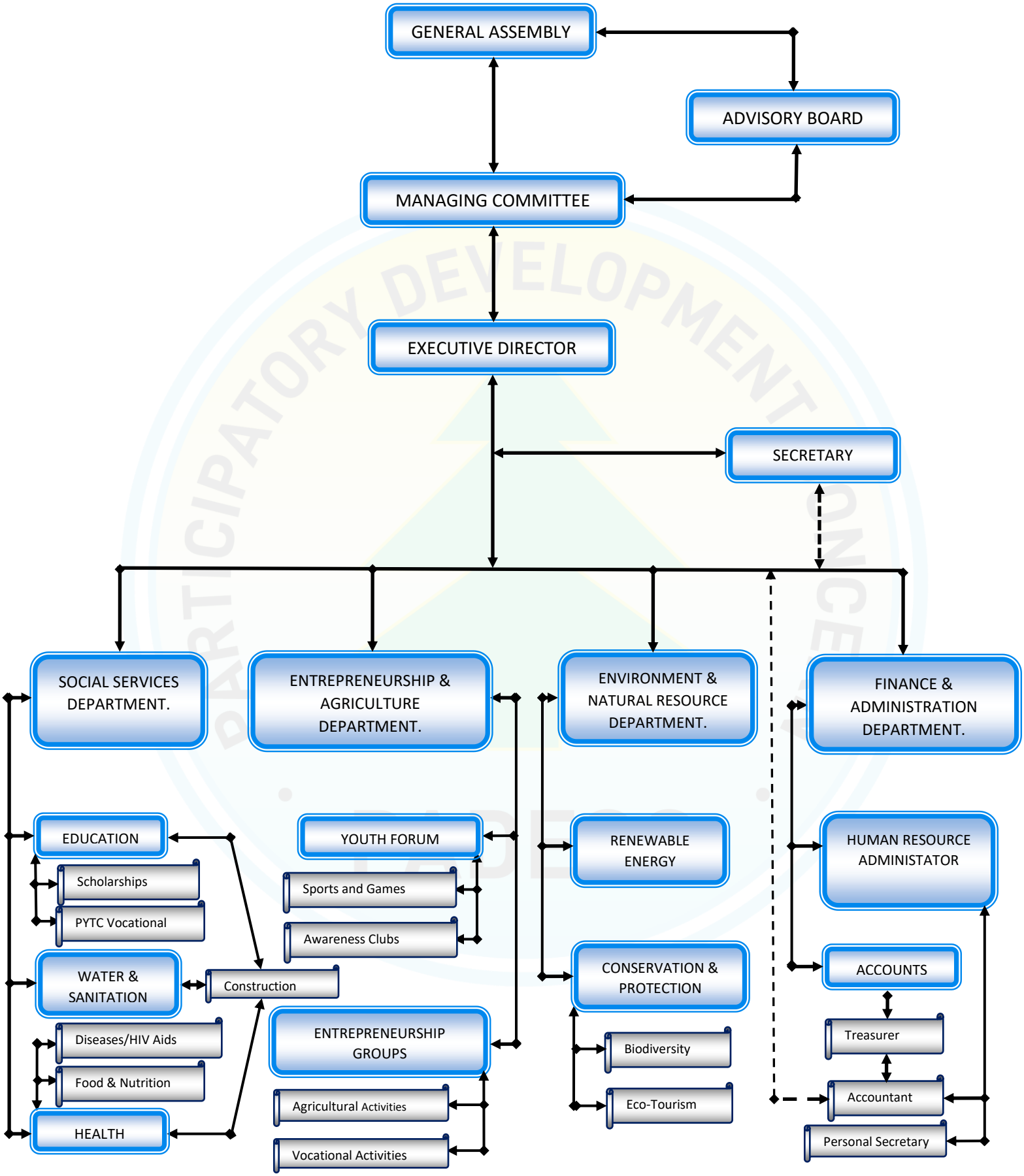PADECO ORGANIZATION STRUCTURE