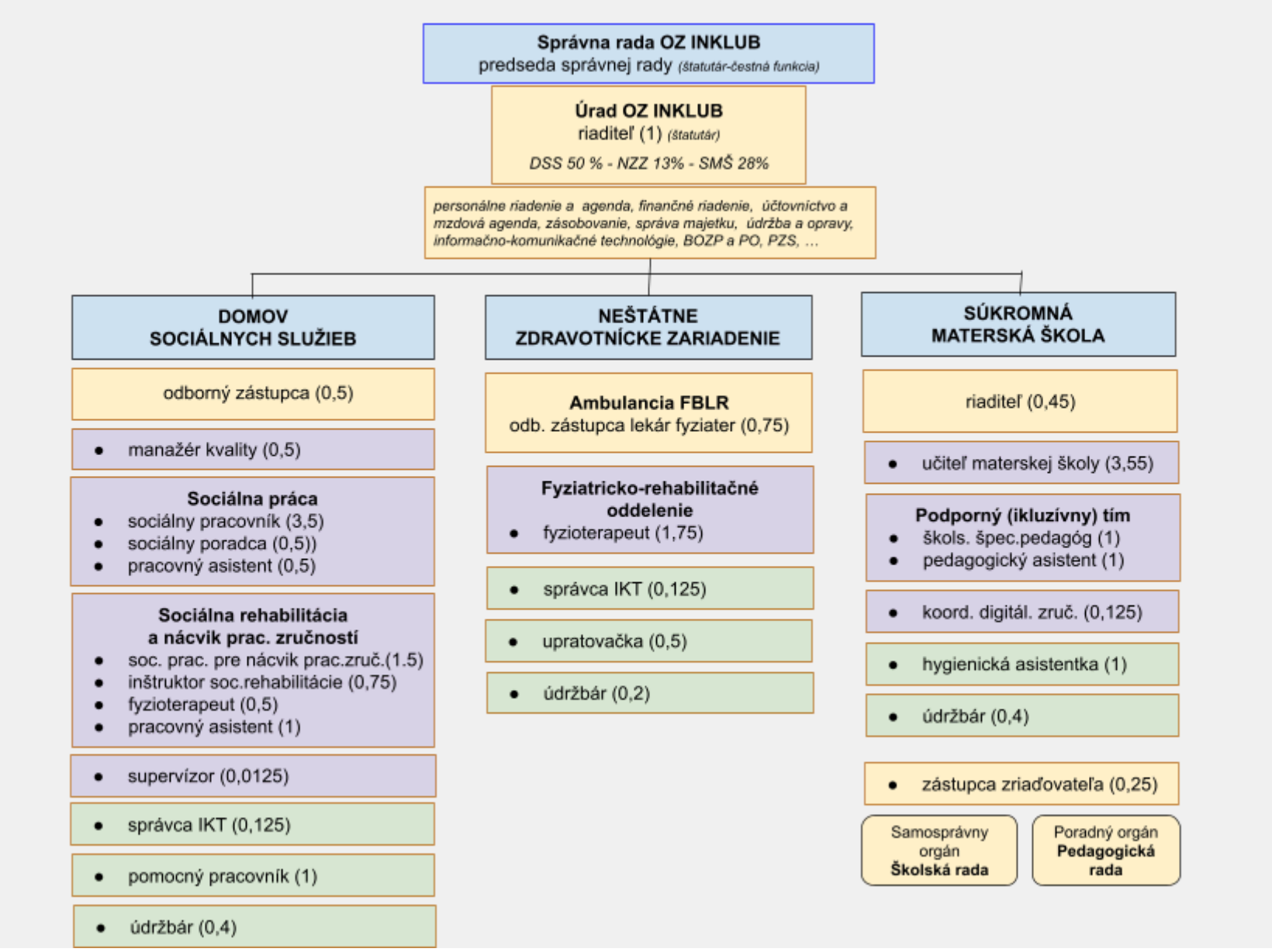ORGANIZAČNÁ SCHÉMA