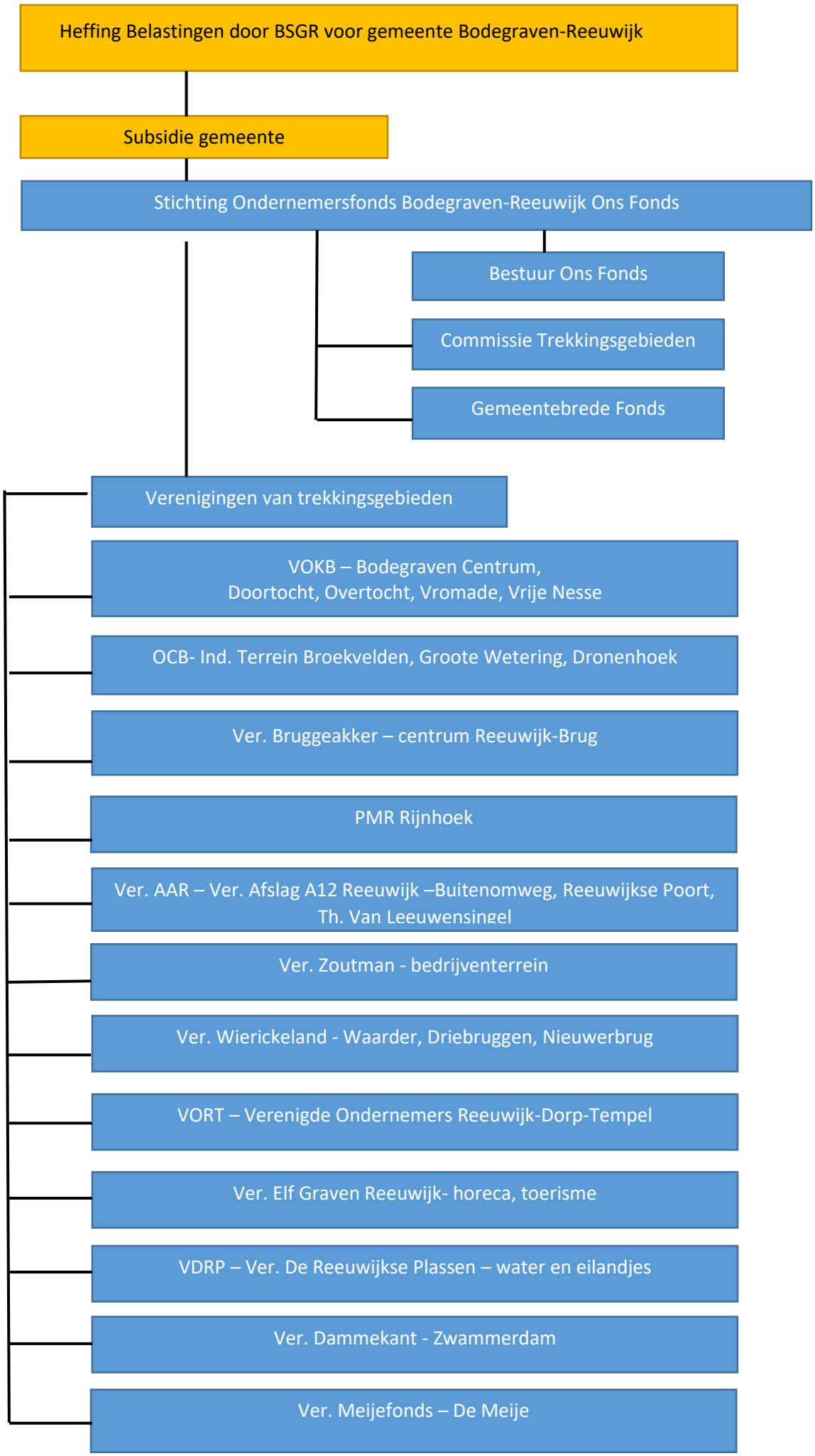Organogram organisatiestructuur 13-1-2020