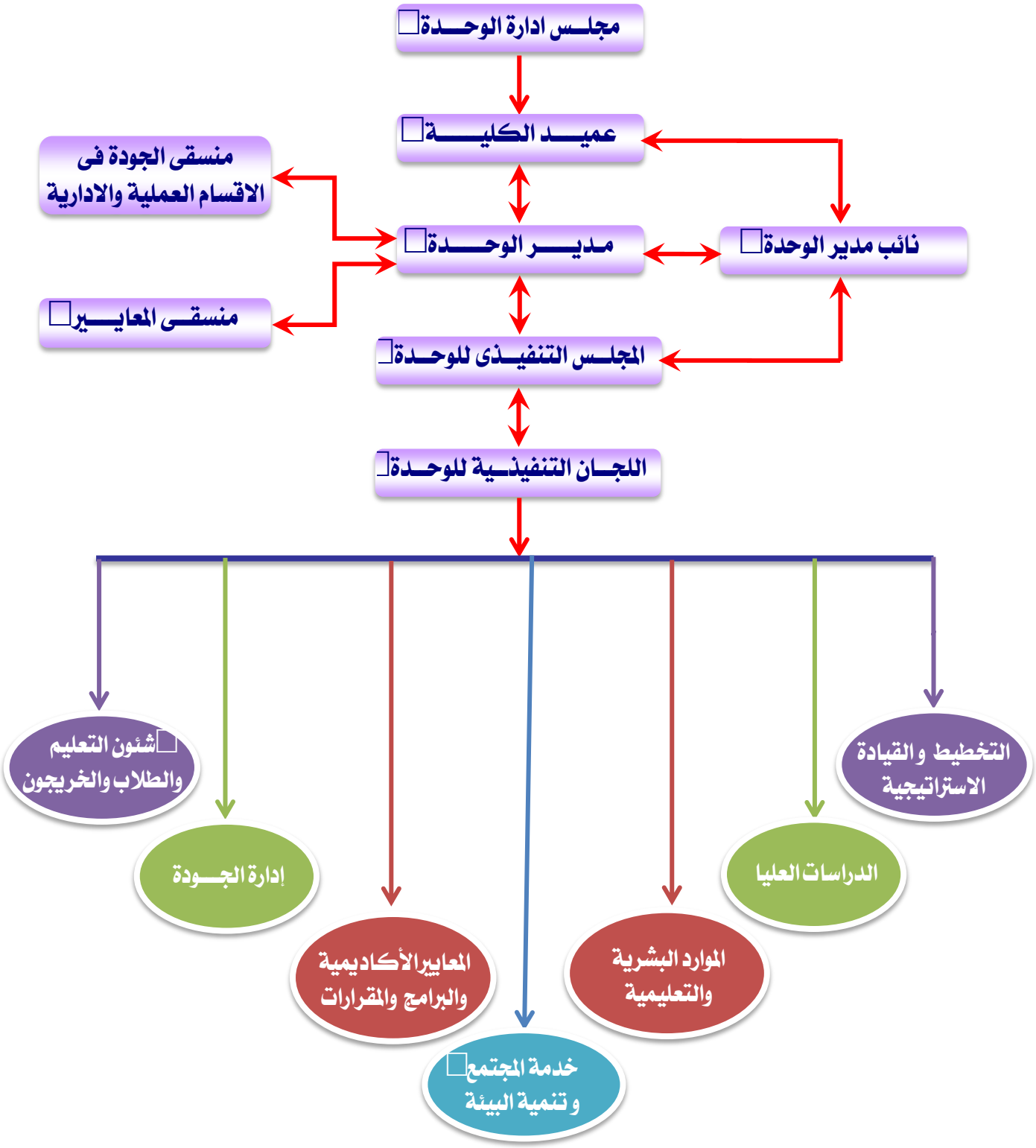الهيكل التنظيمى لوحدة ضمان