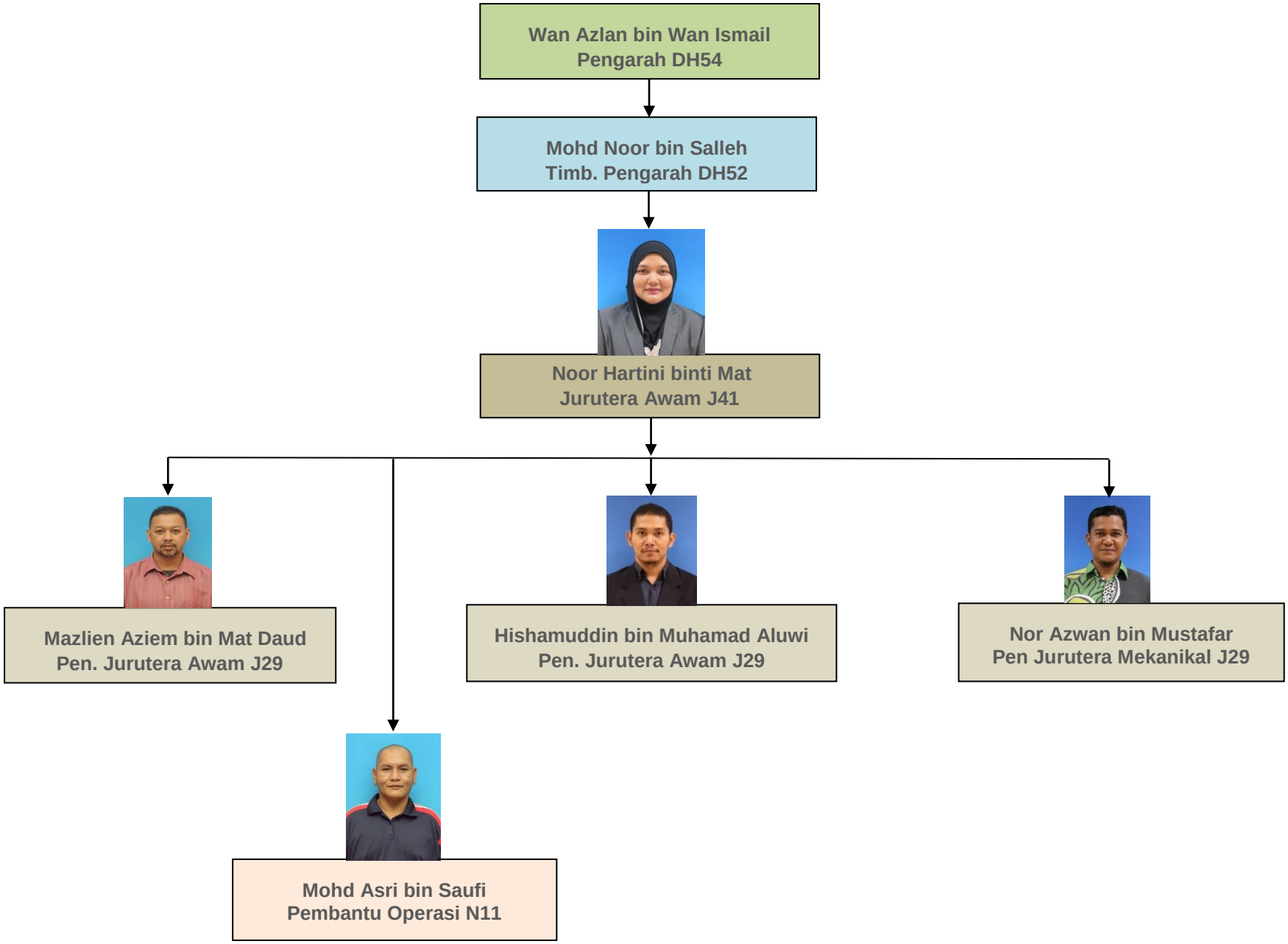CARTA ORGANISASI UPS