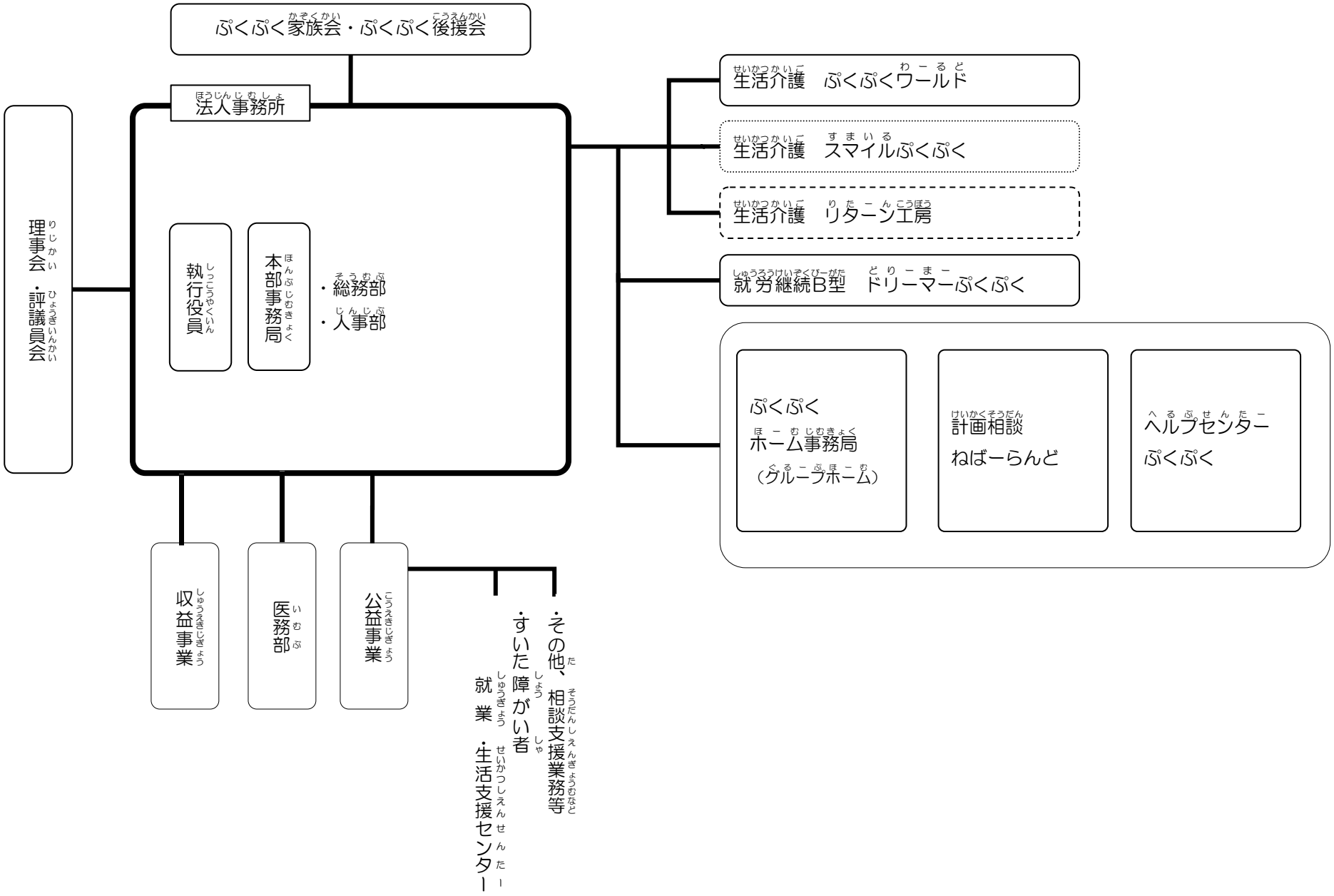pukupuku組織図