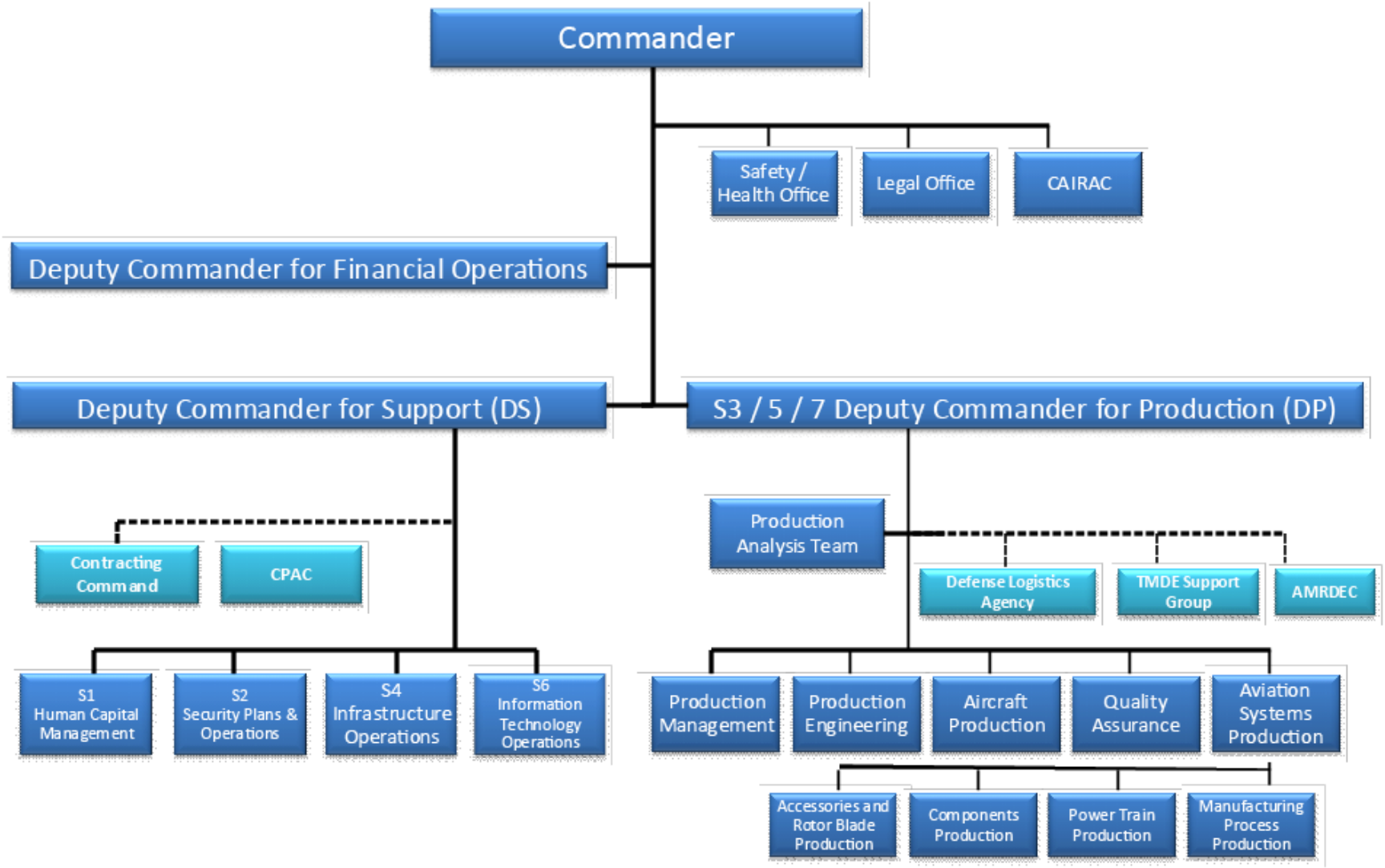Organization