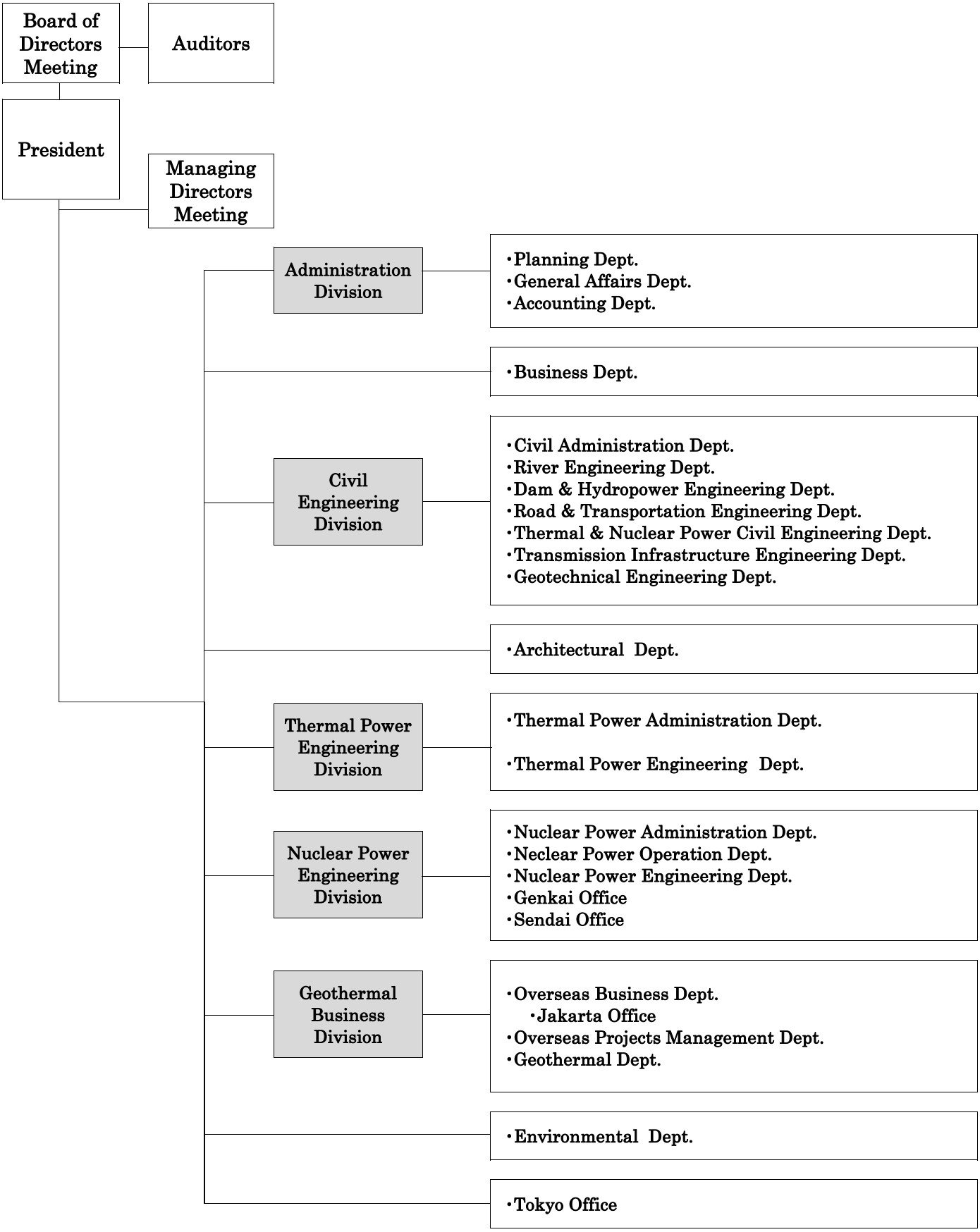ORGANIZATION