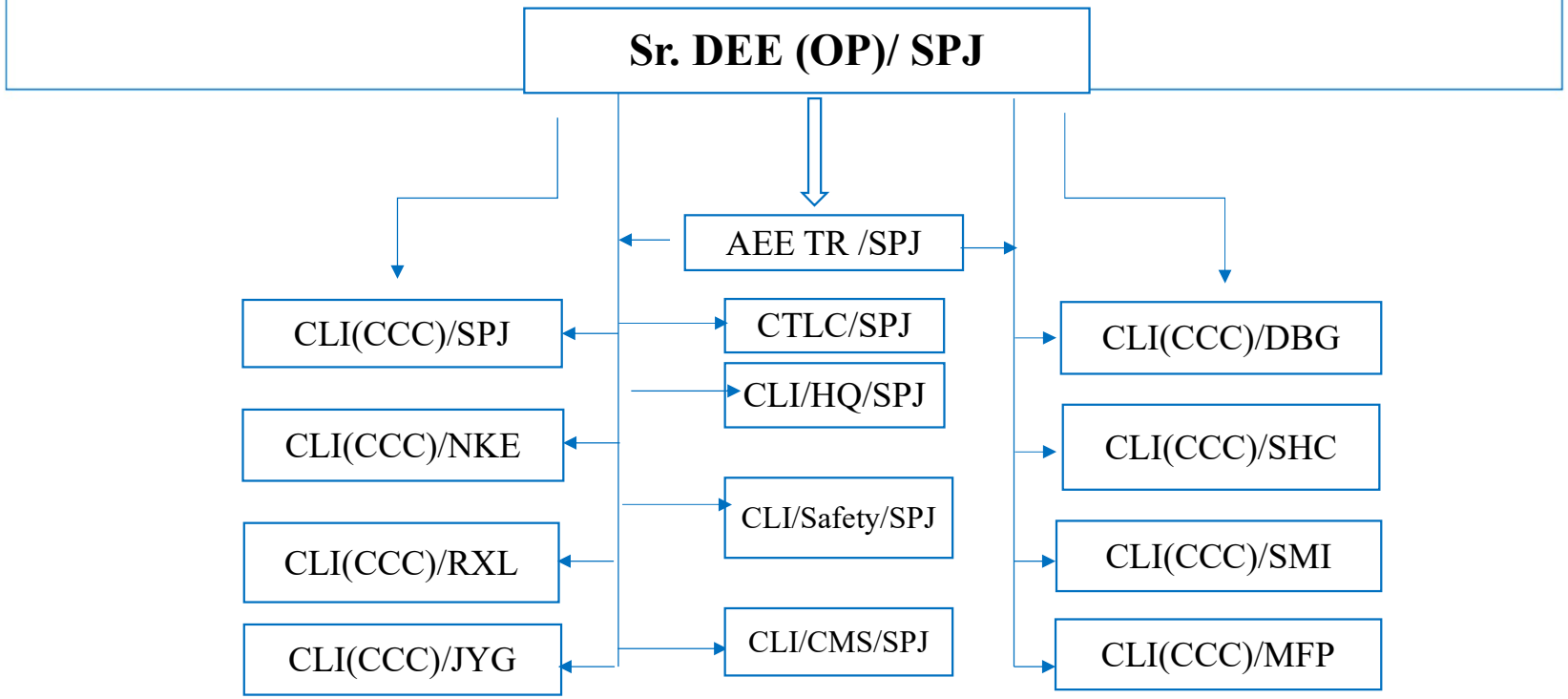Organization: