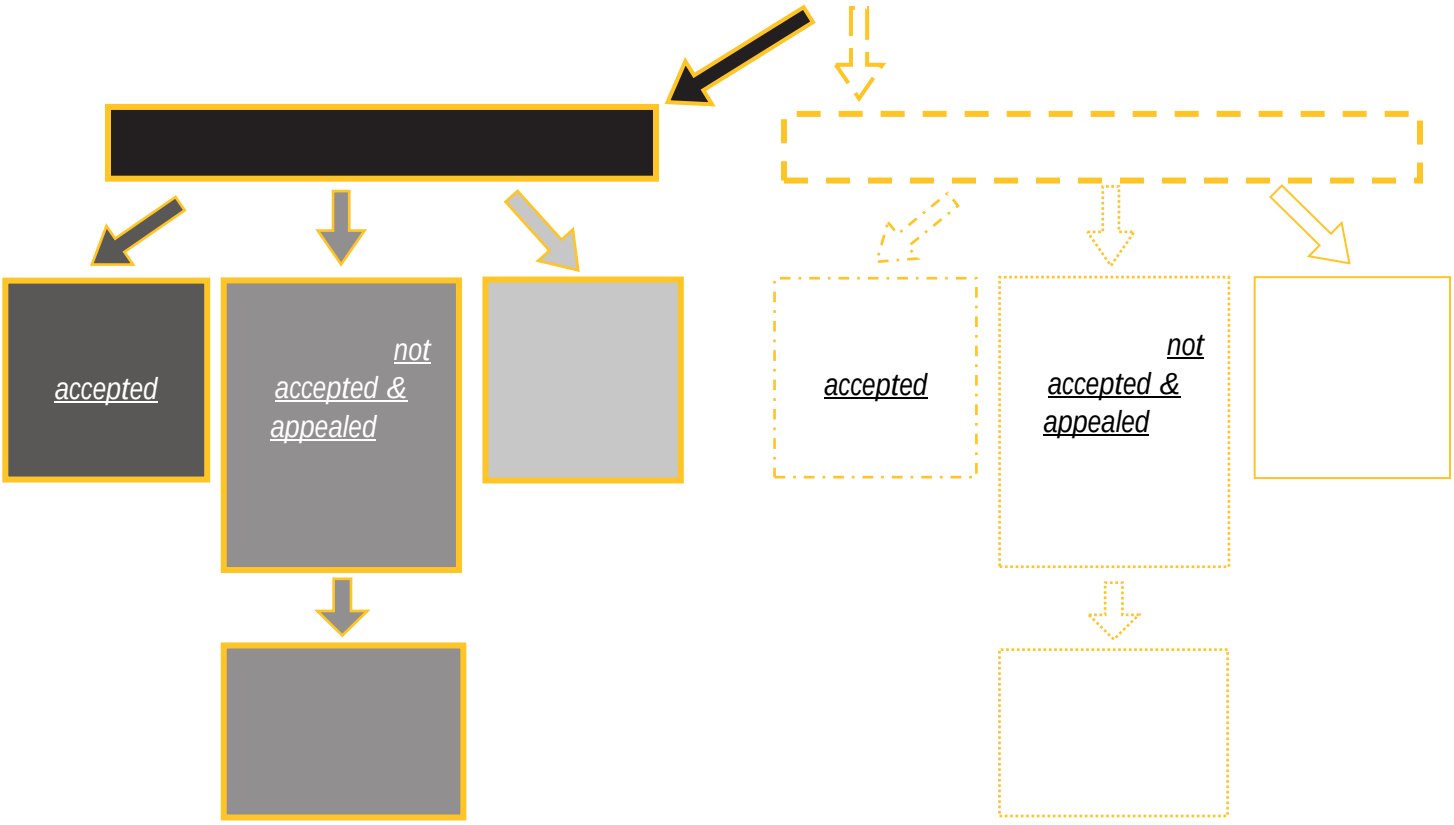organization