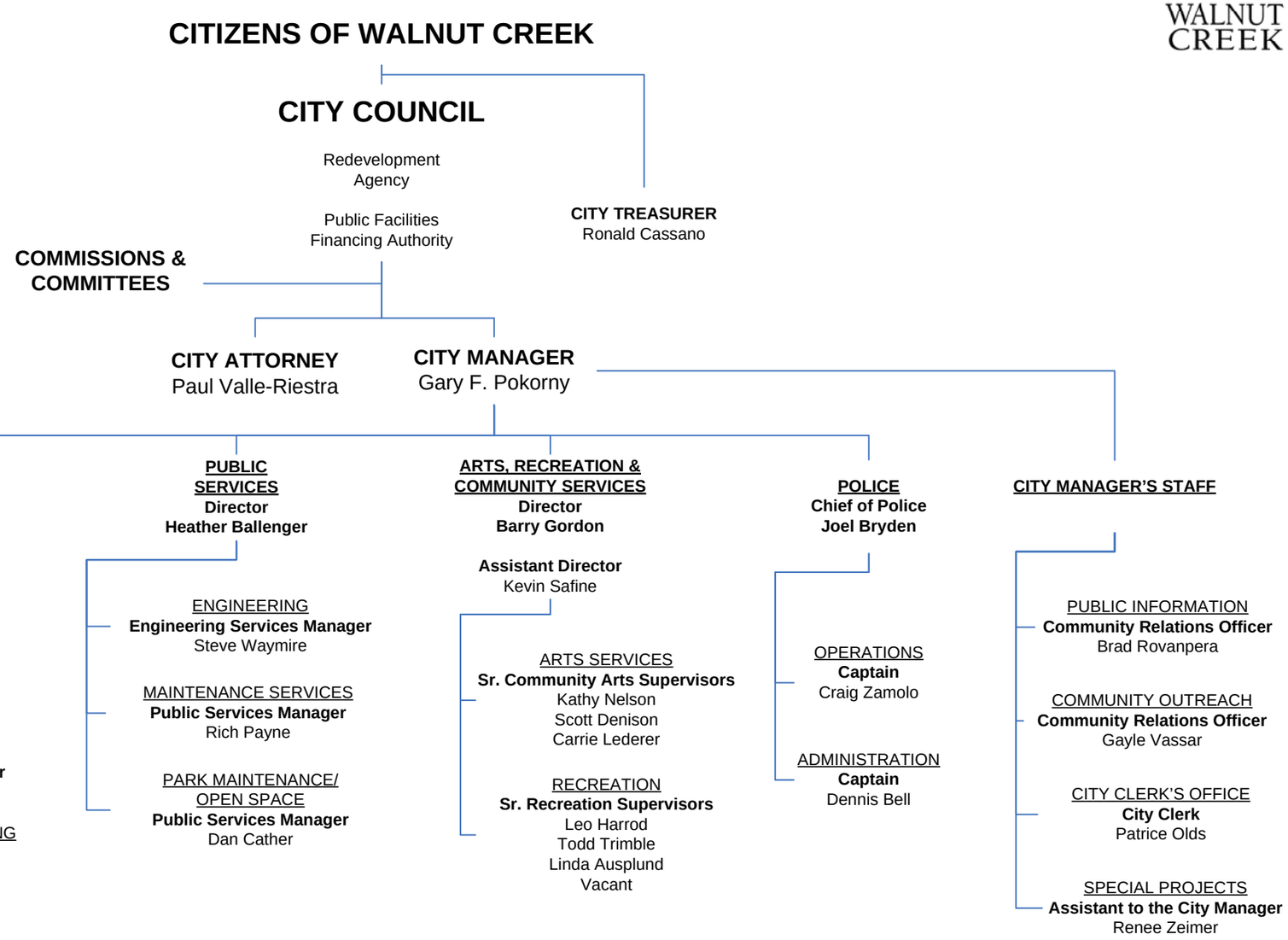Organizational Profile