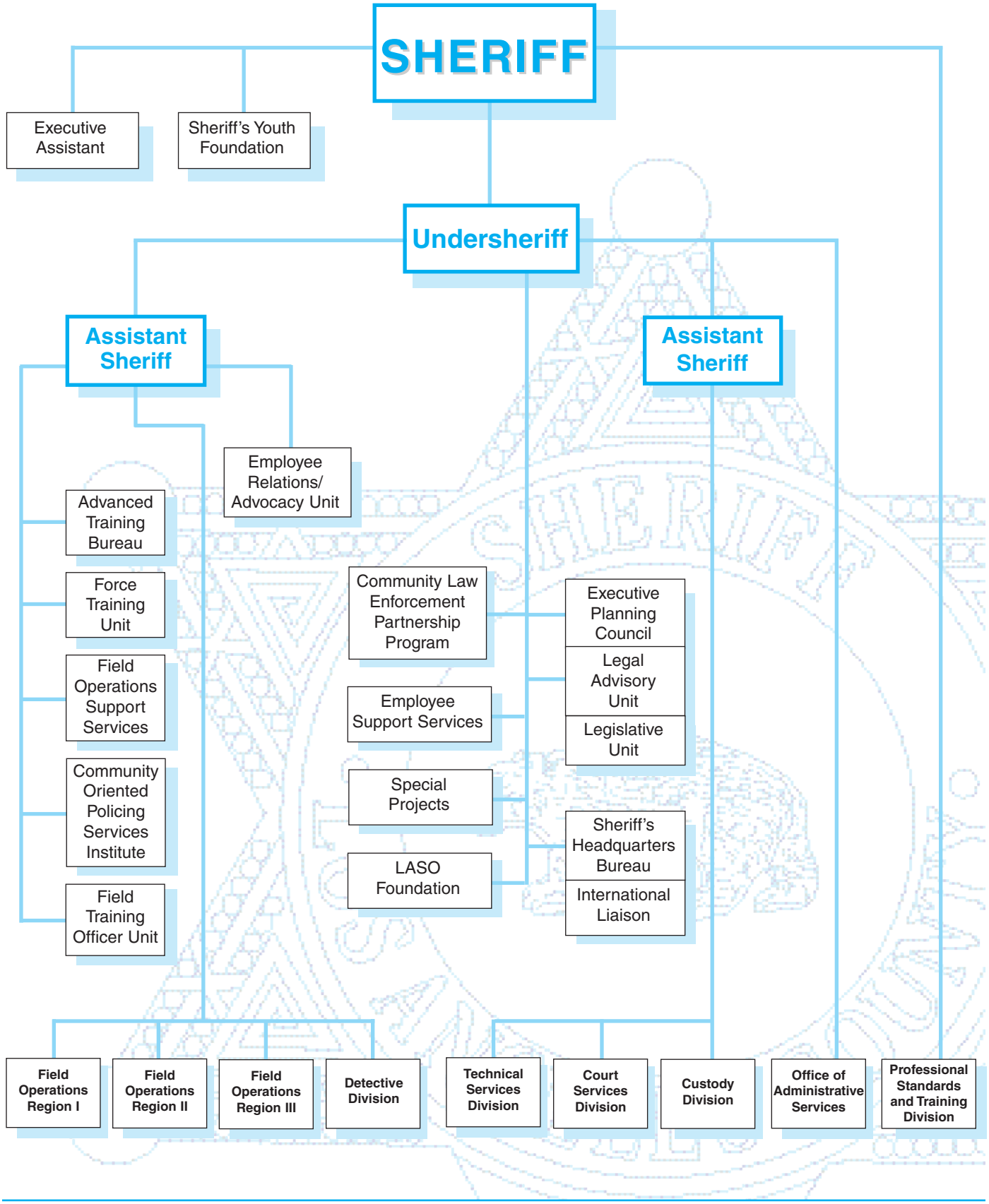DEPARTMENT ORGANIZATION