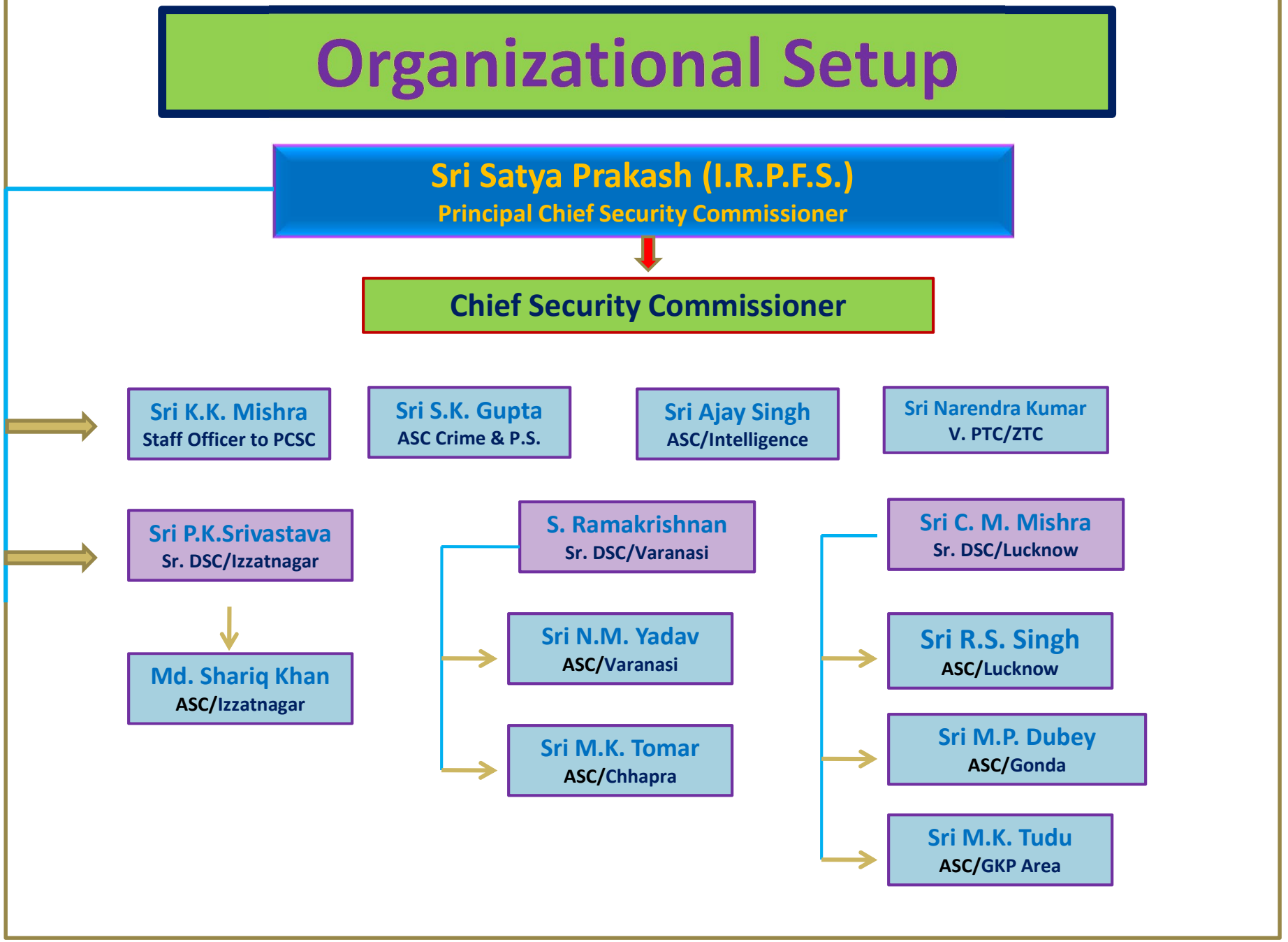Organizational Setup