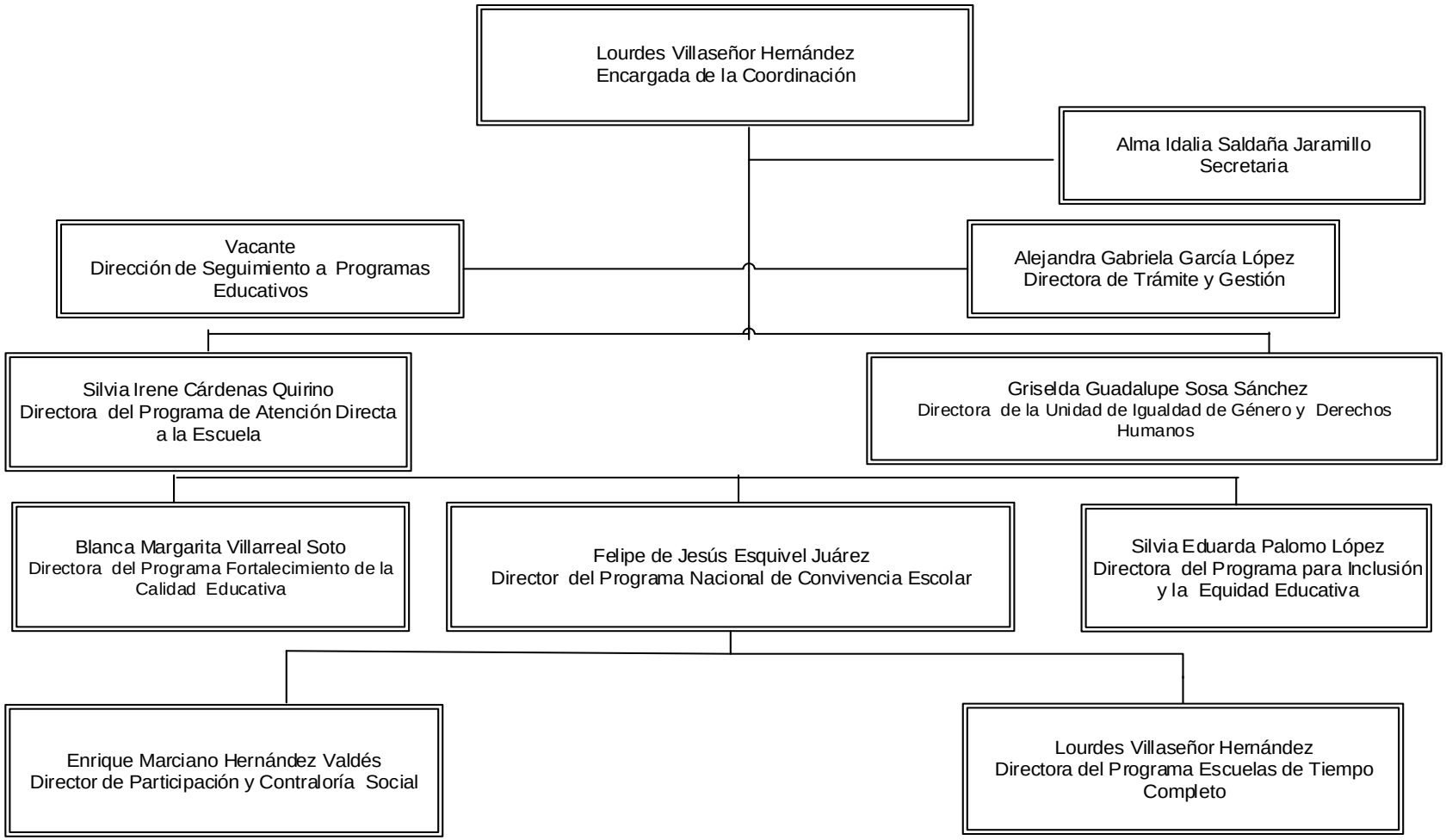O R G A N I G R A M A