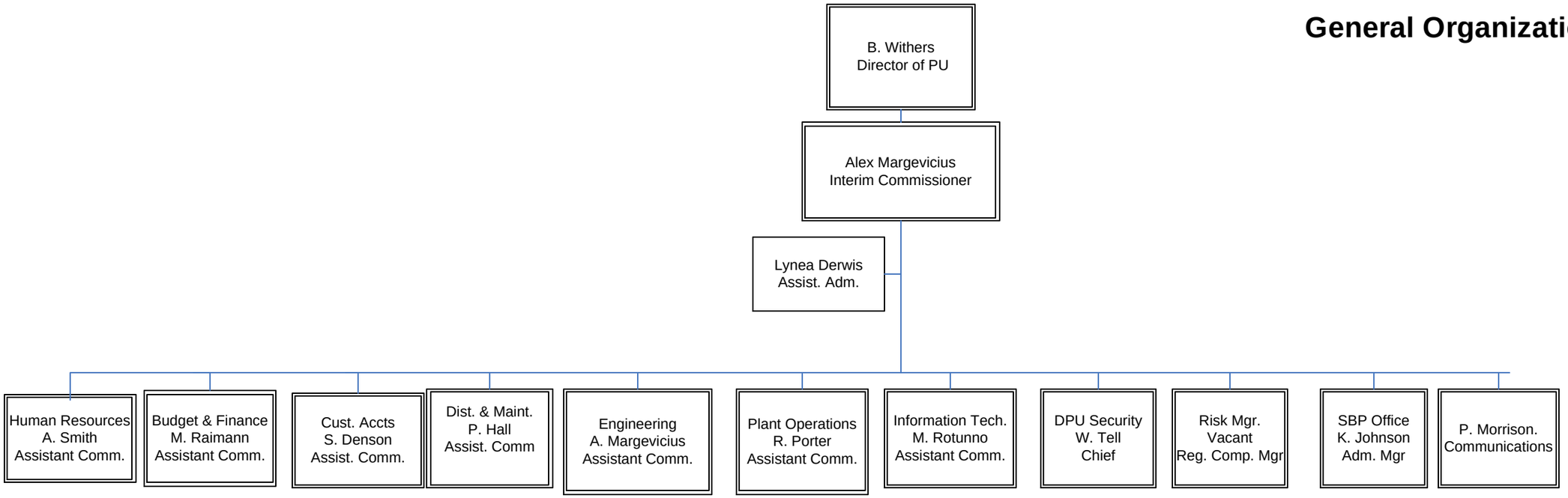General Organizational Overview