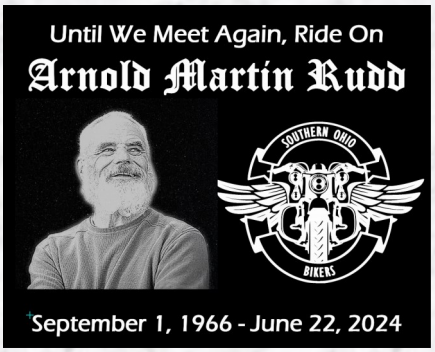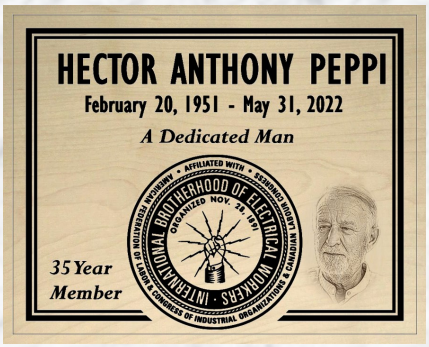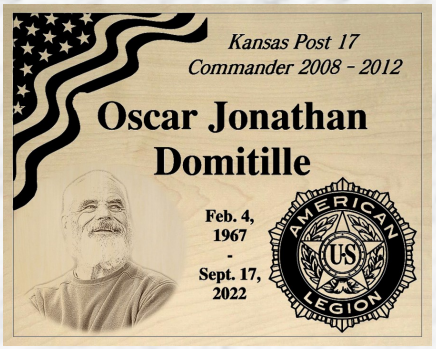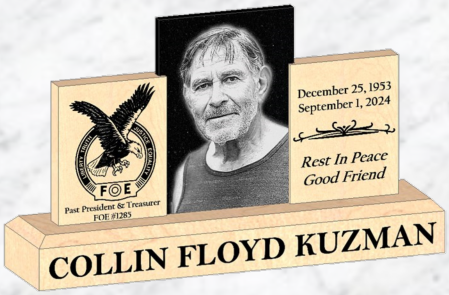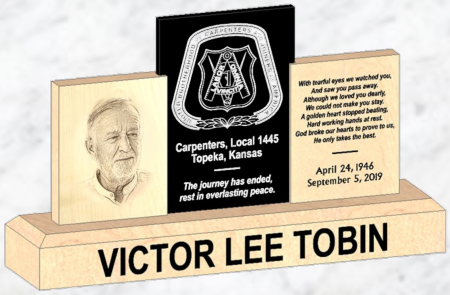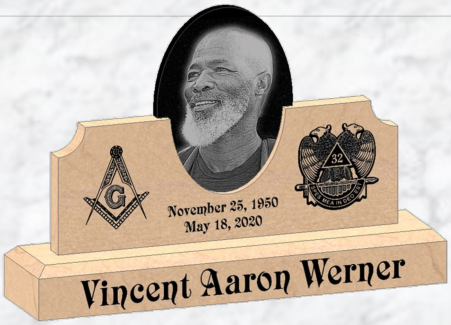(O) ORGANIZATION DESIGNS