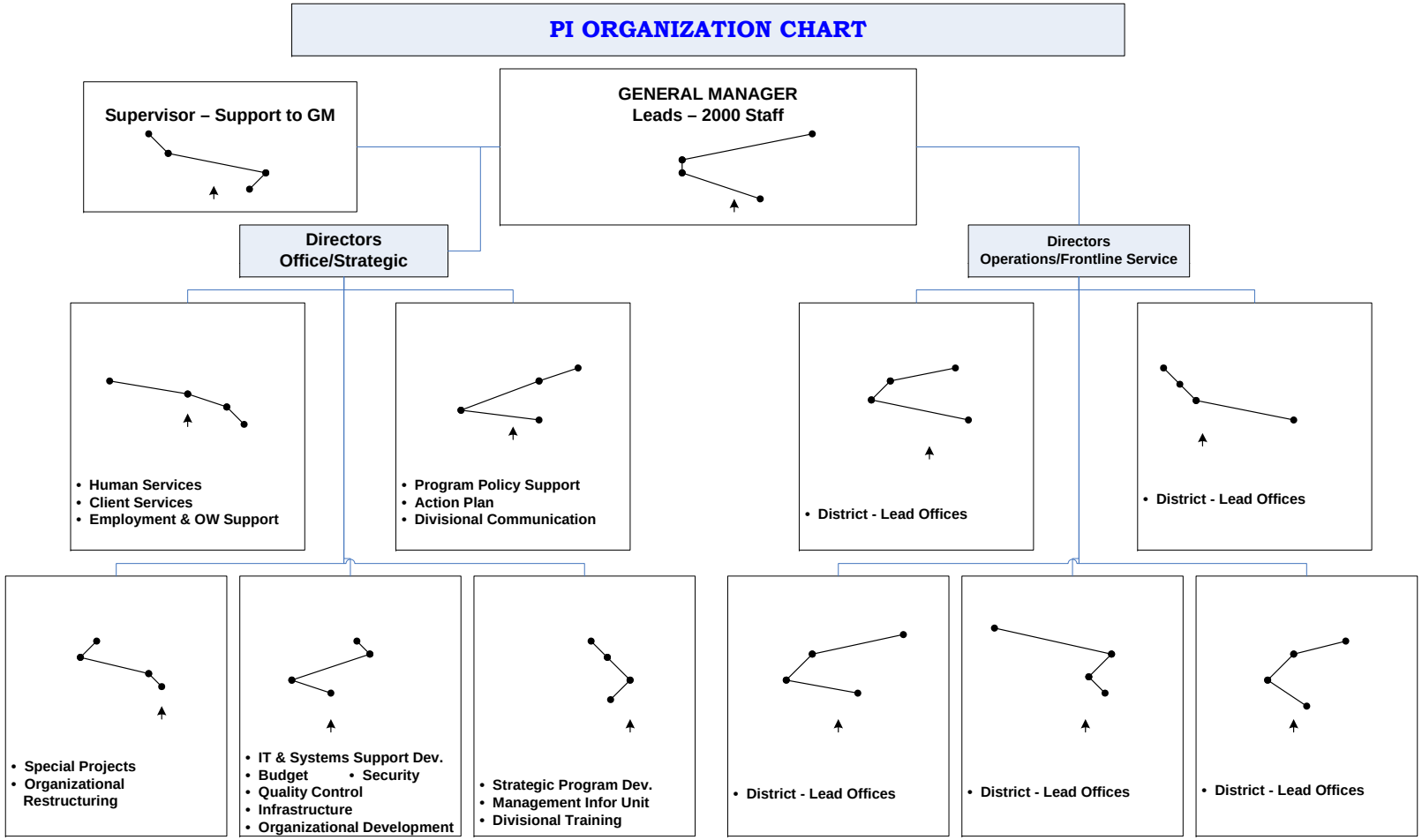Organizational Planning