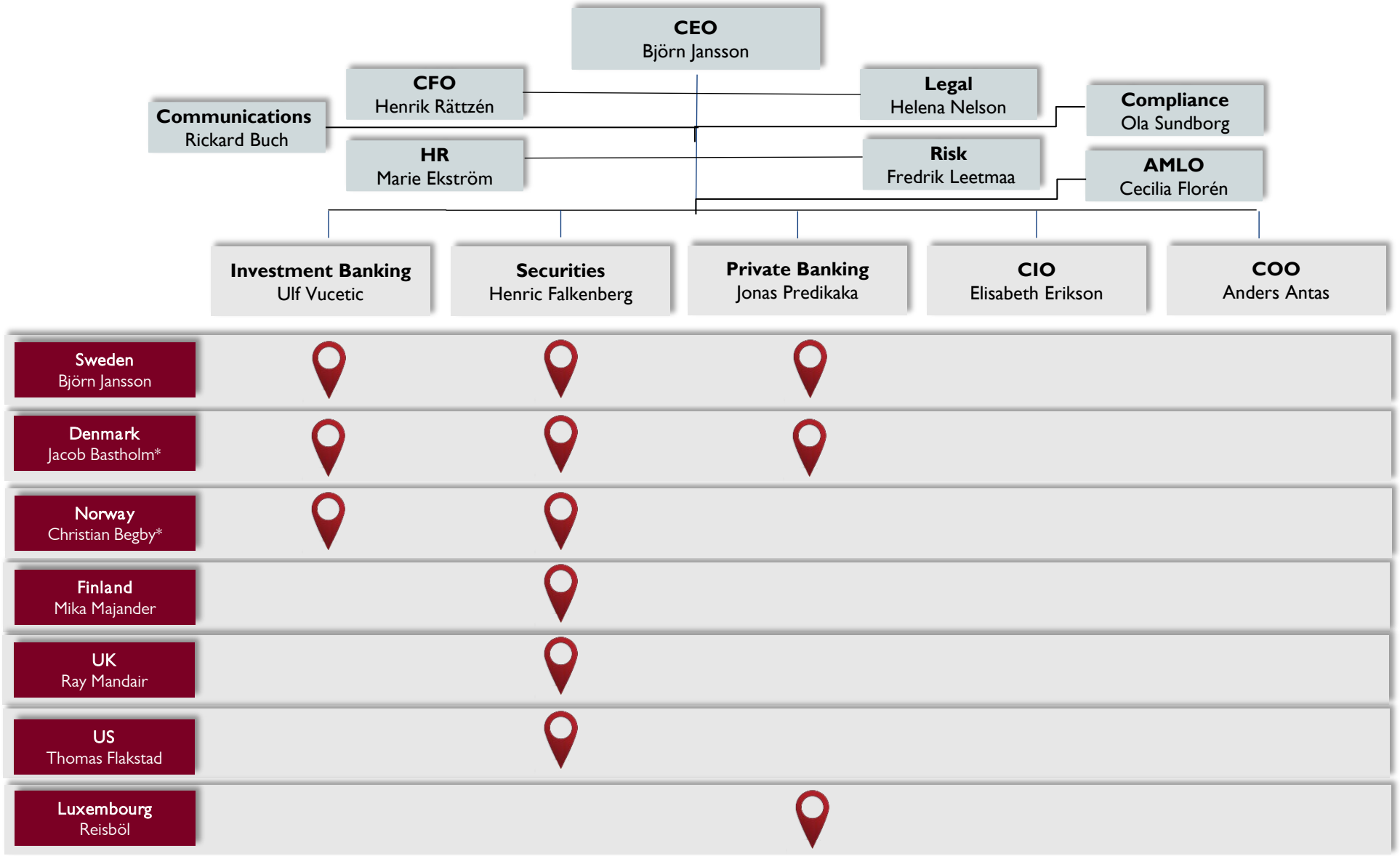GROUP ORGANISATION