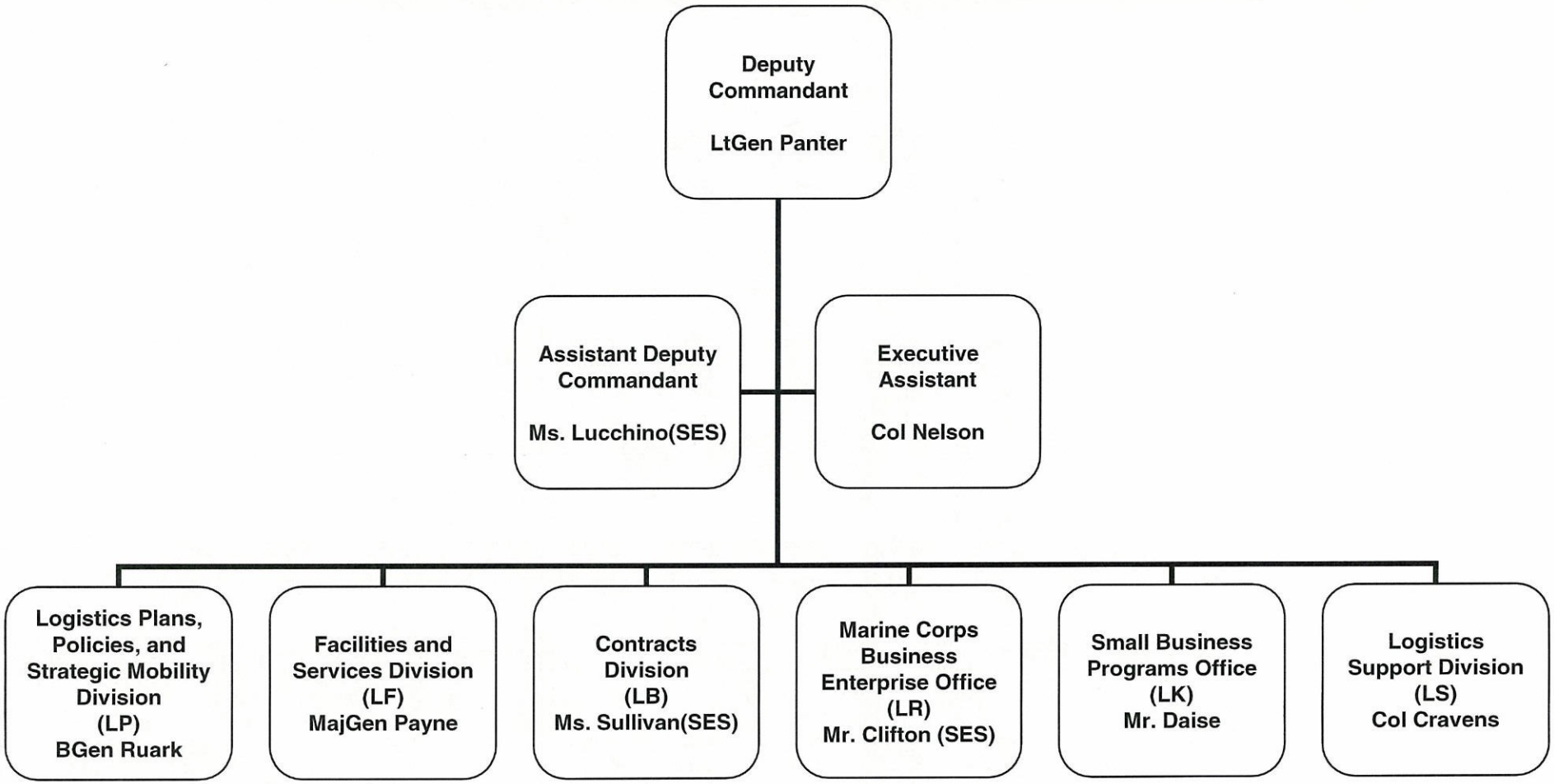I&L Dept - Organization