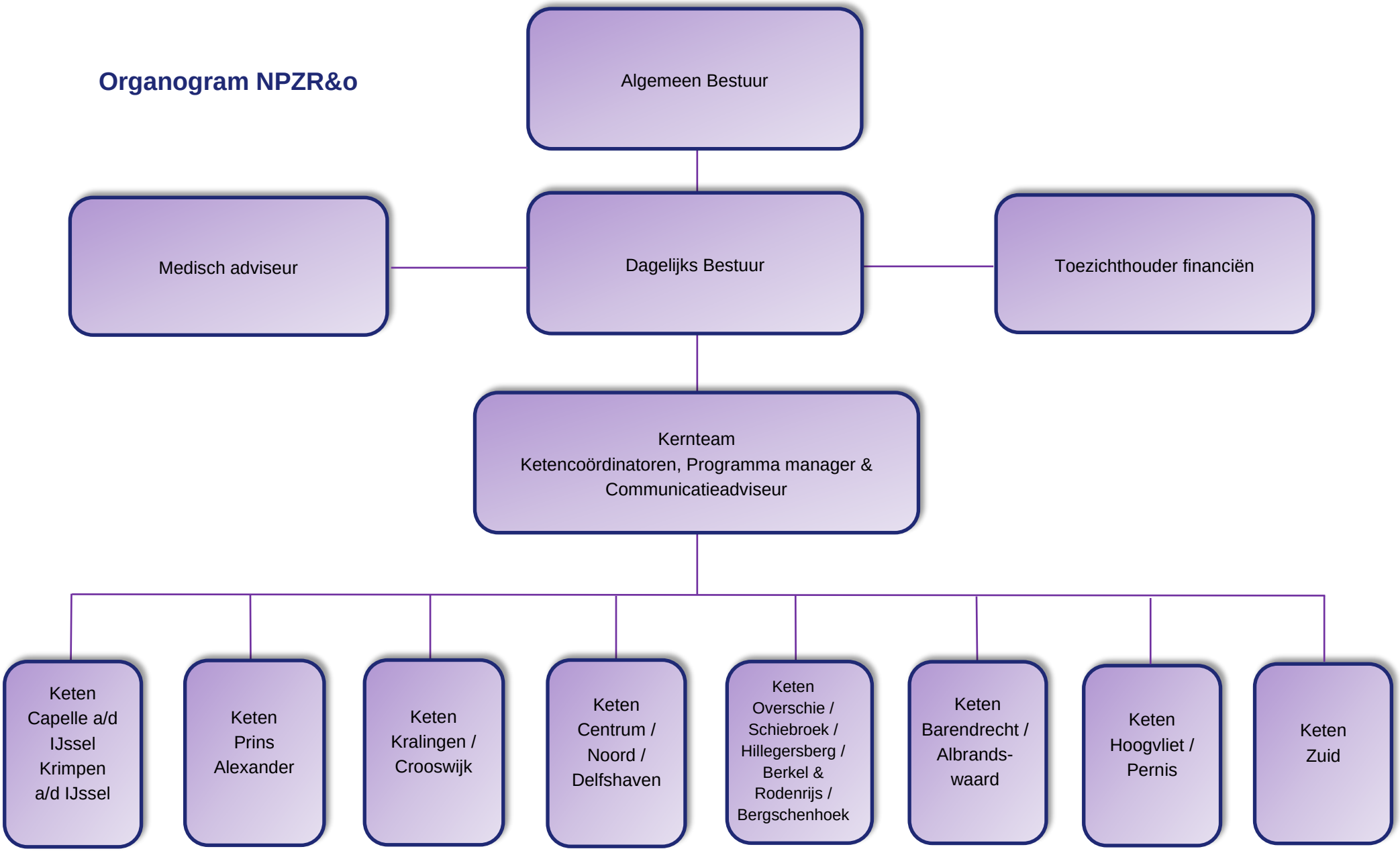Organogram NPZR&o