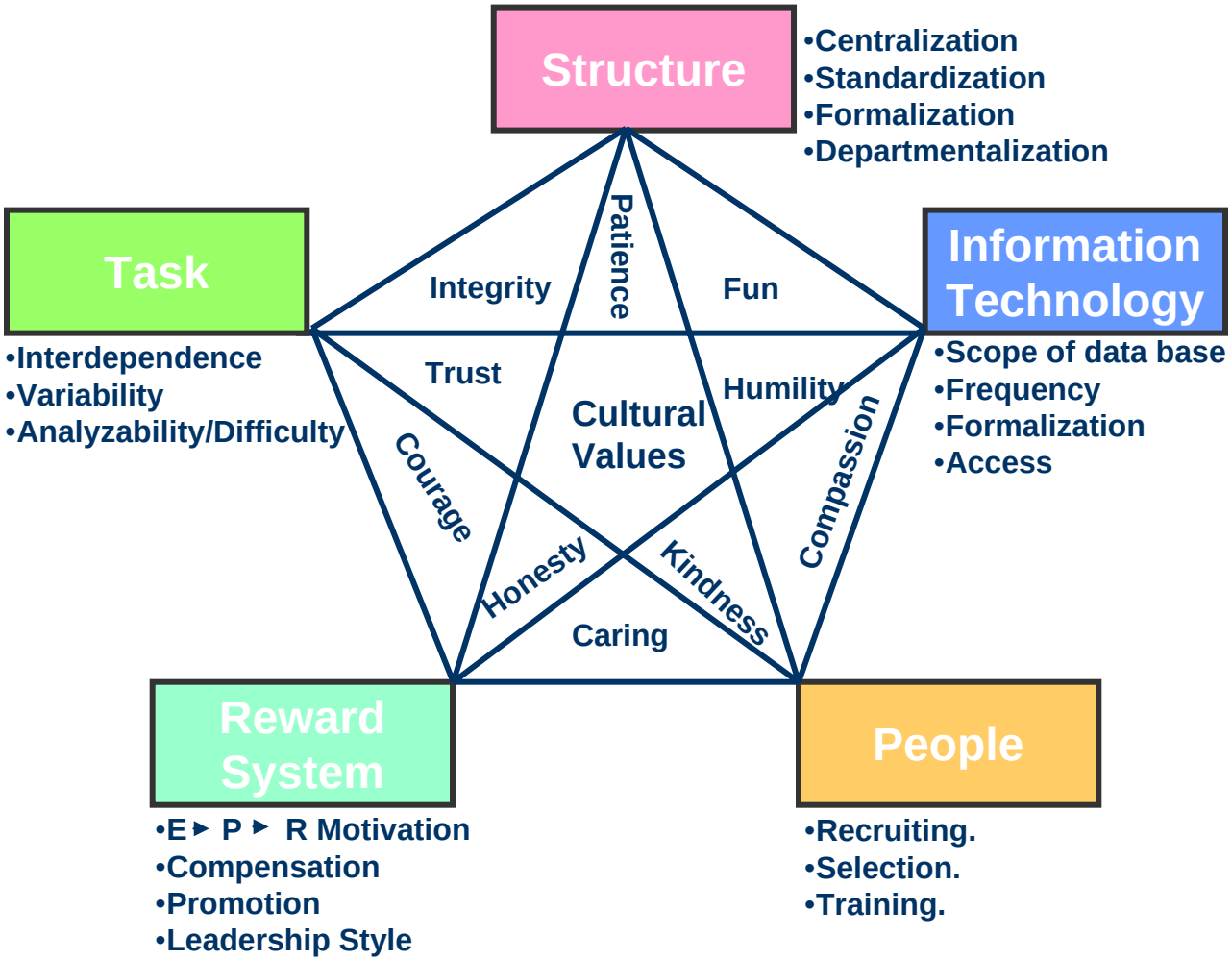ORGANIZATION DESIGN VARIABLES