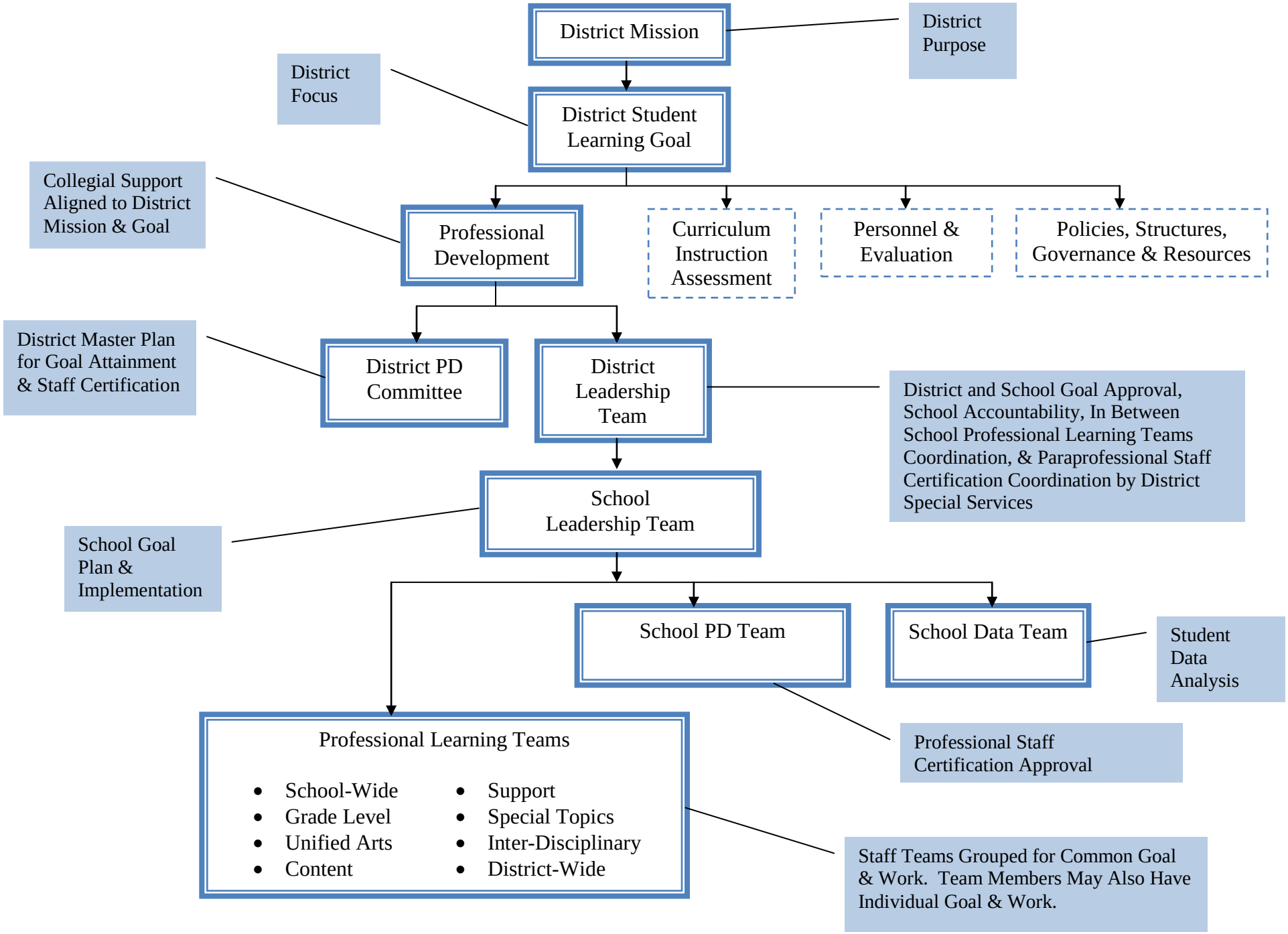PROFESSIONAL DEVELOPMENT ORGANIZATION