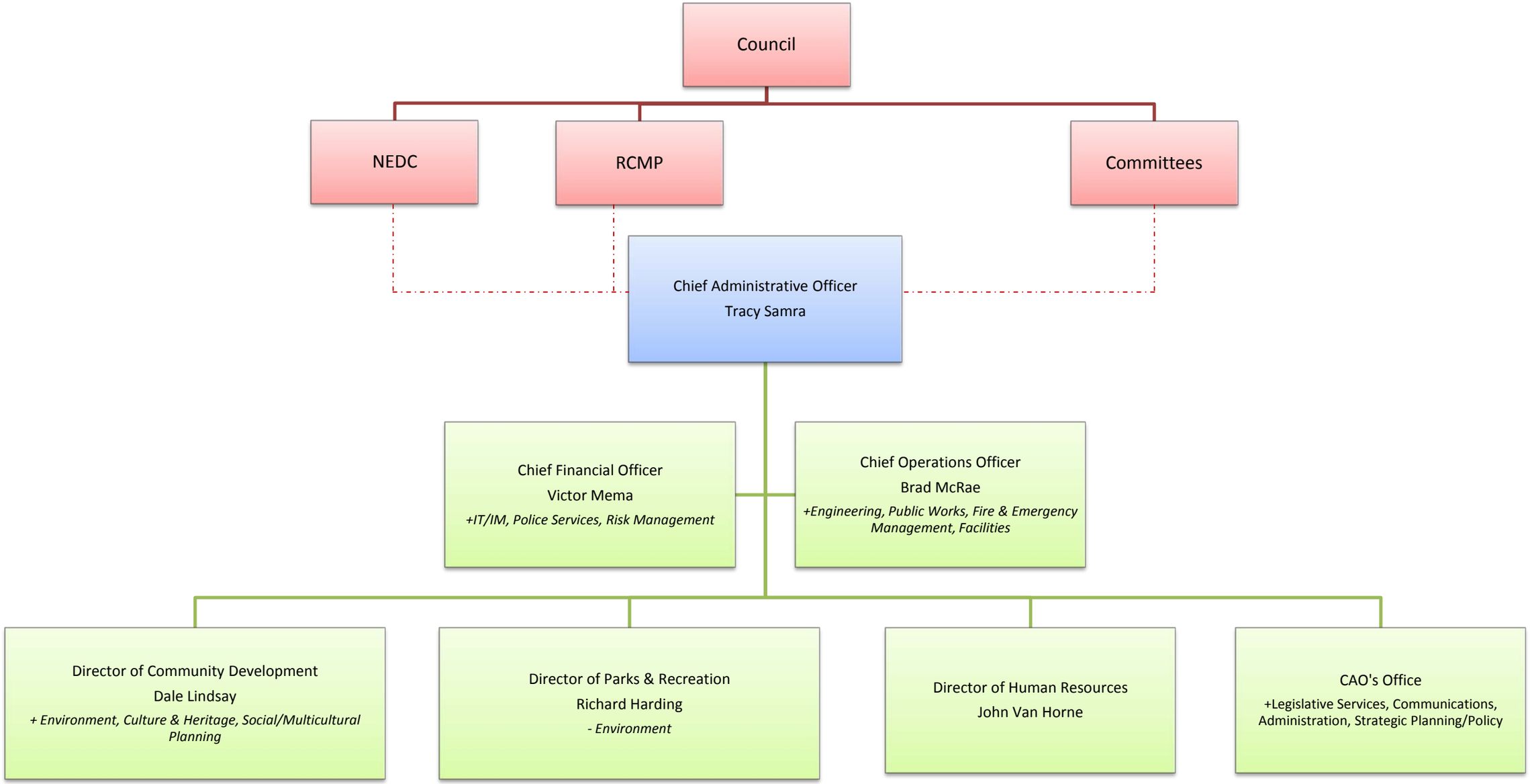CITY OF NANAIMO ORGANIZATION