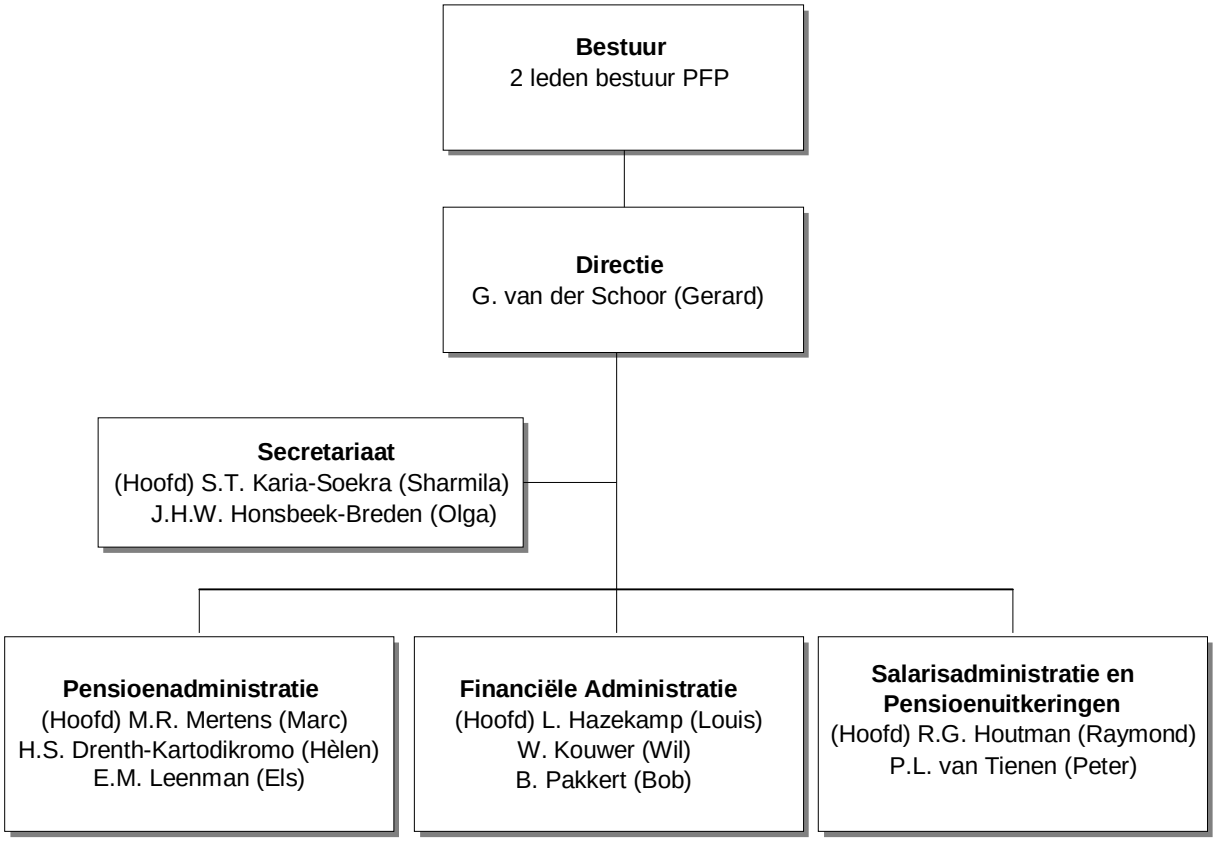Organigram PBOD