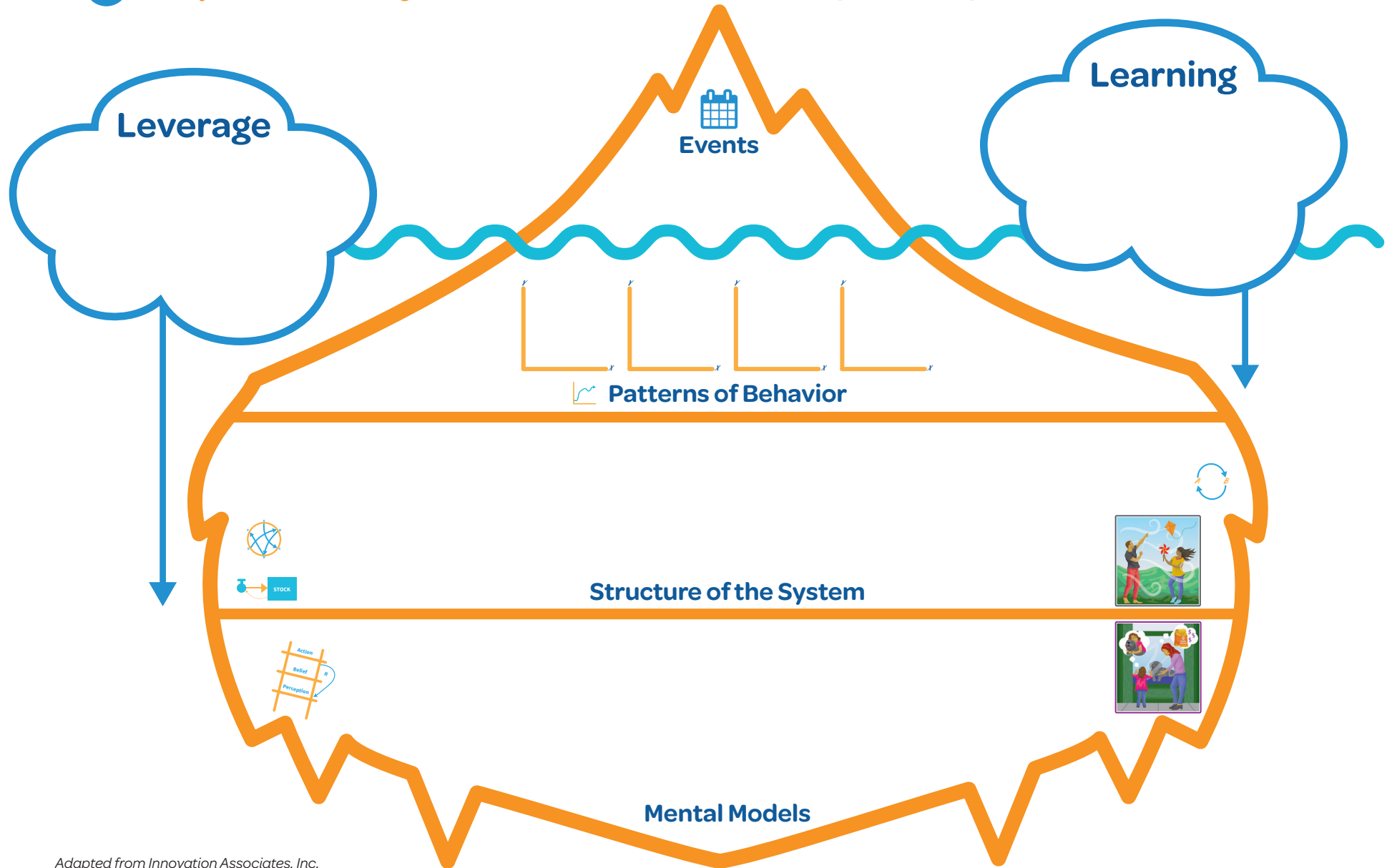


Iceberg: Seeing What's Below the Surface



Adapted from Innovation Associates, Inc.



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