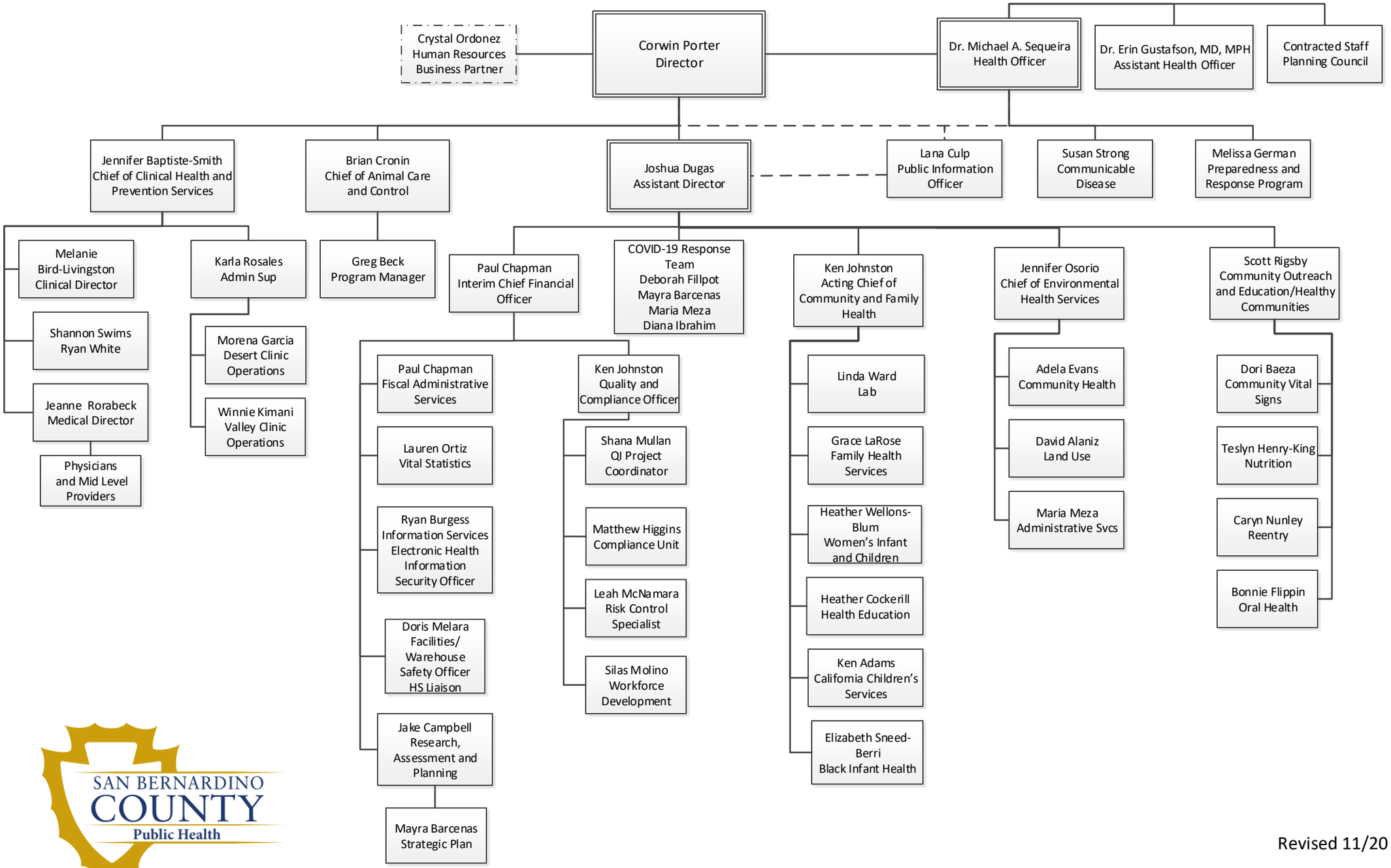

Revised 11/20