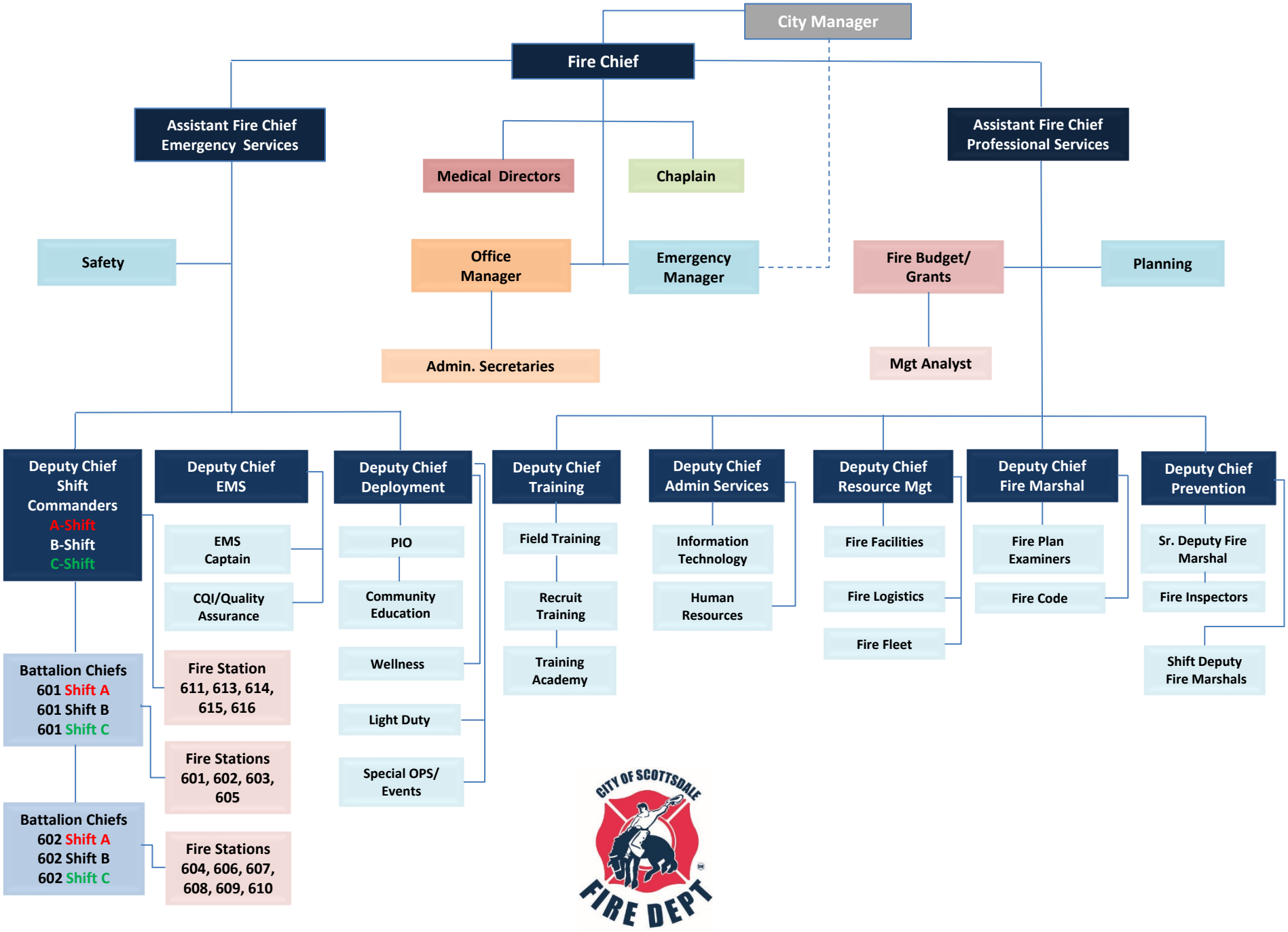

REVISED FOR 2020