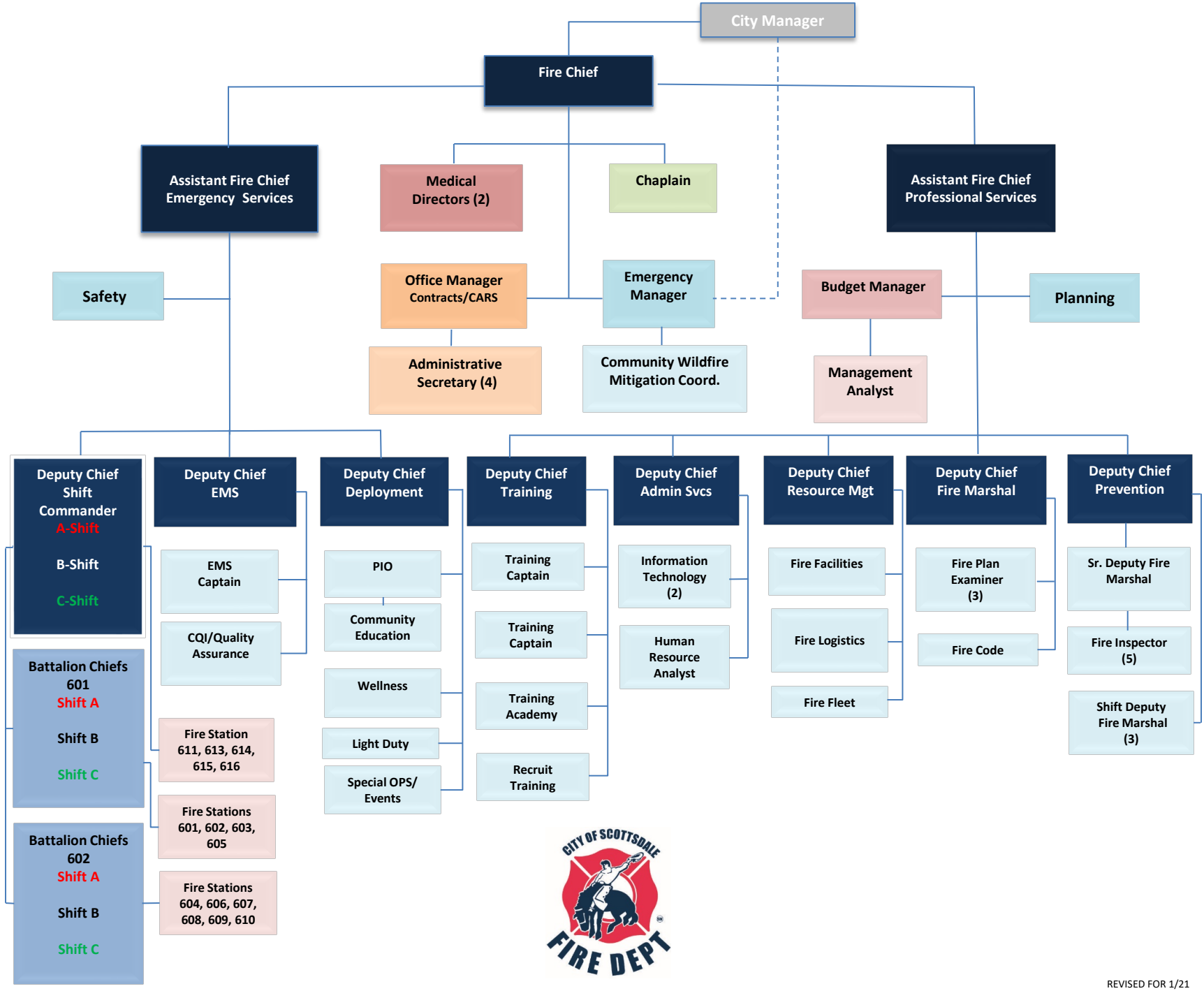

REVISED FOR 1/21