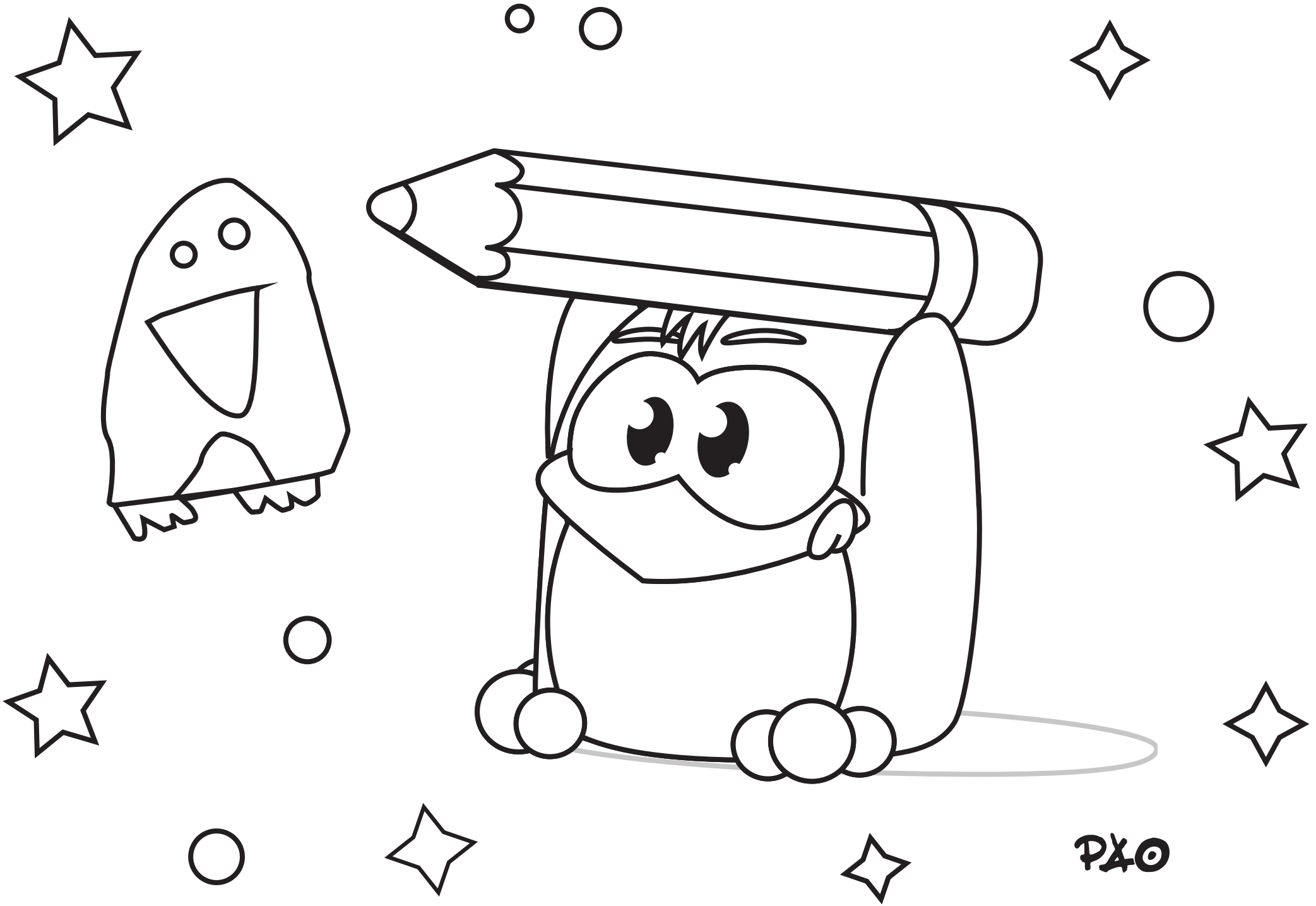
PAO