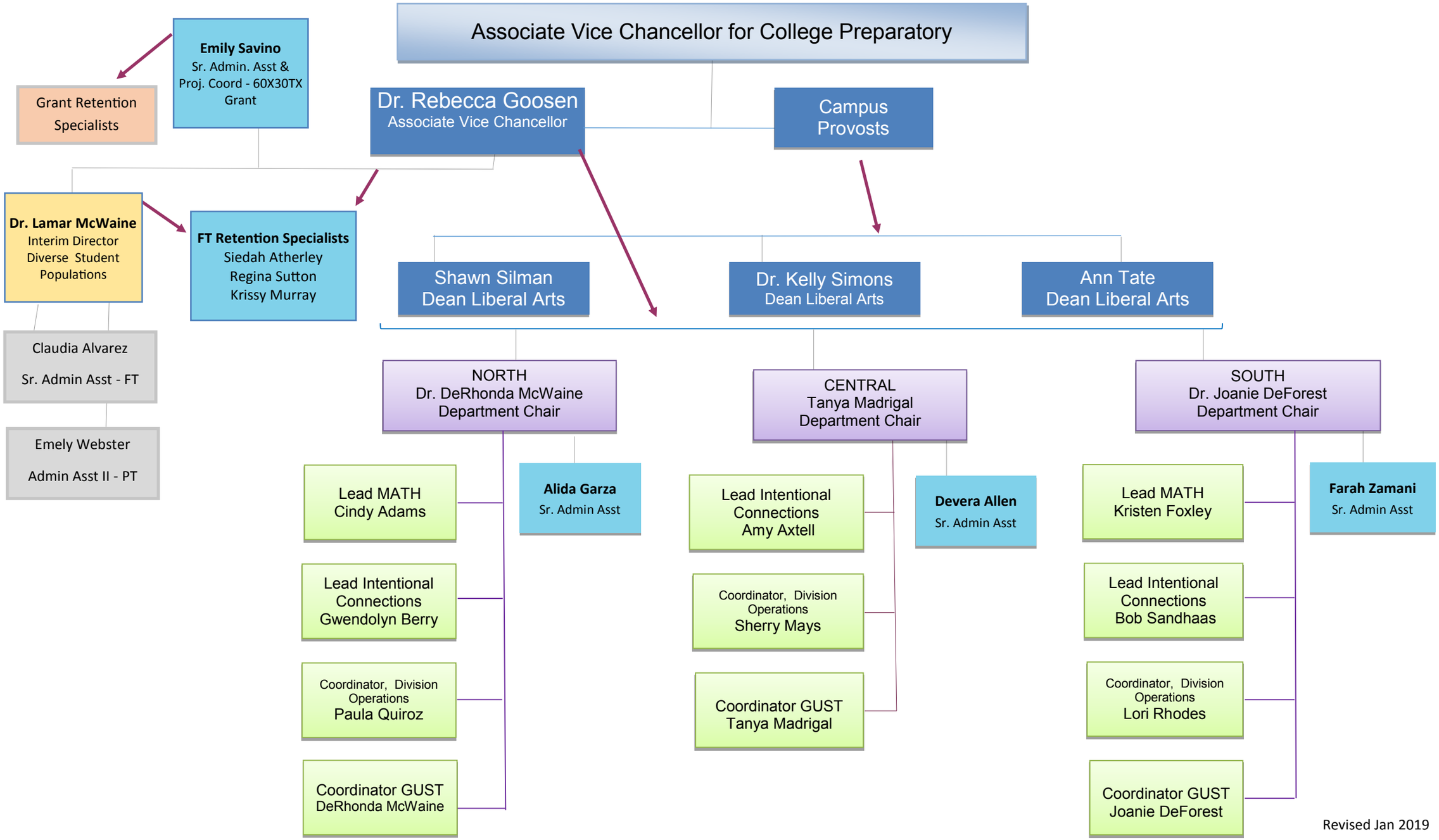

Revised Jan 2019