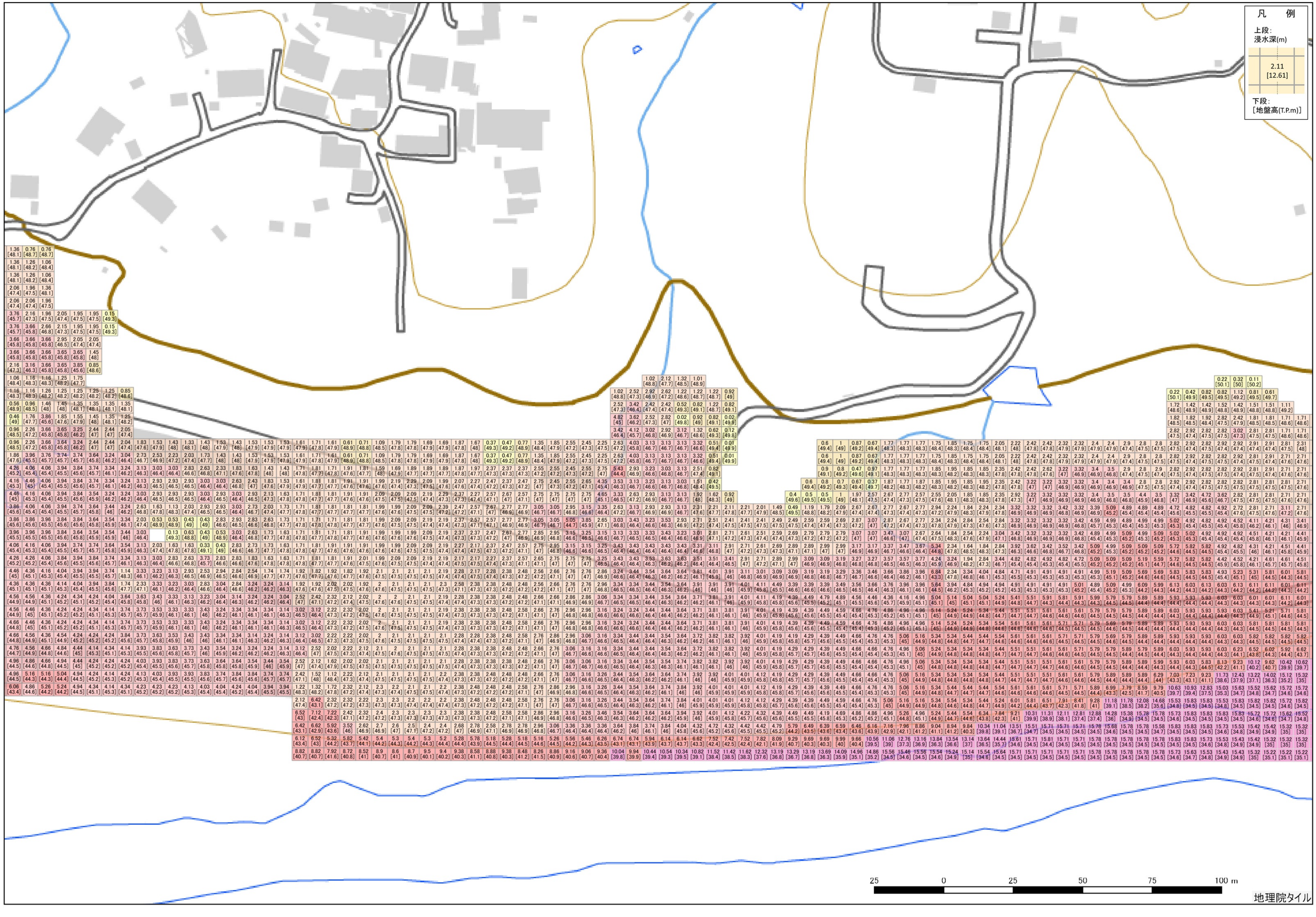94-108