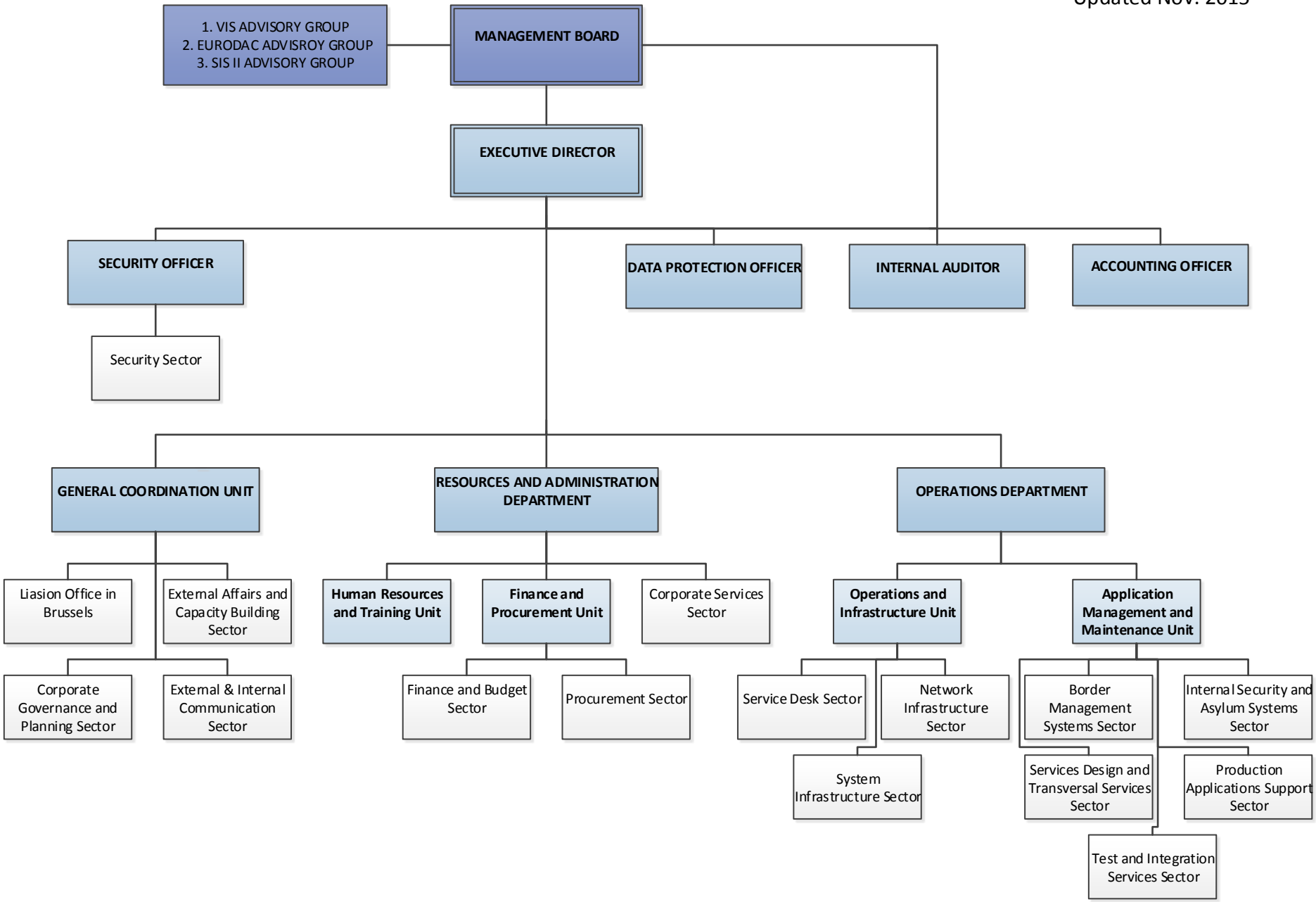Updated Nov. 2015