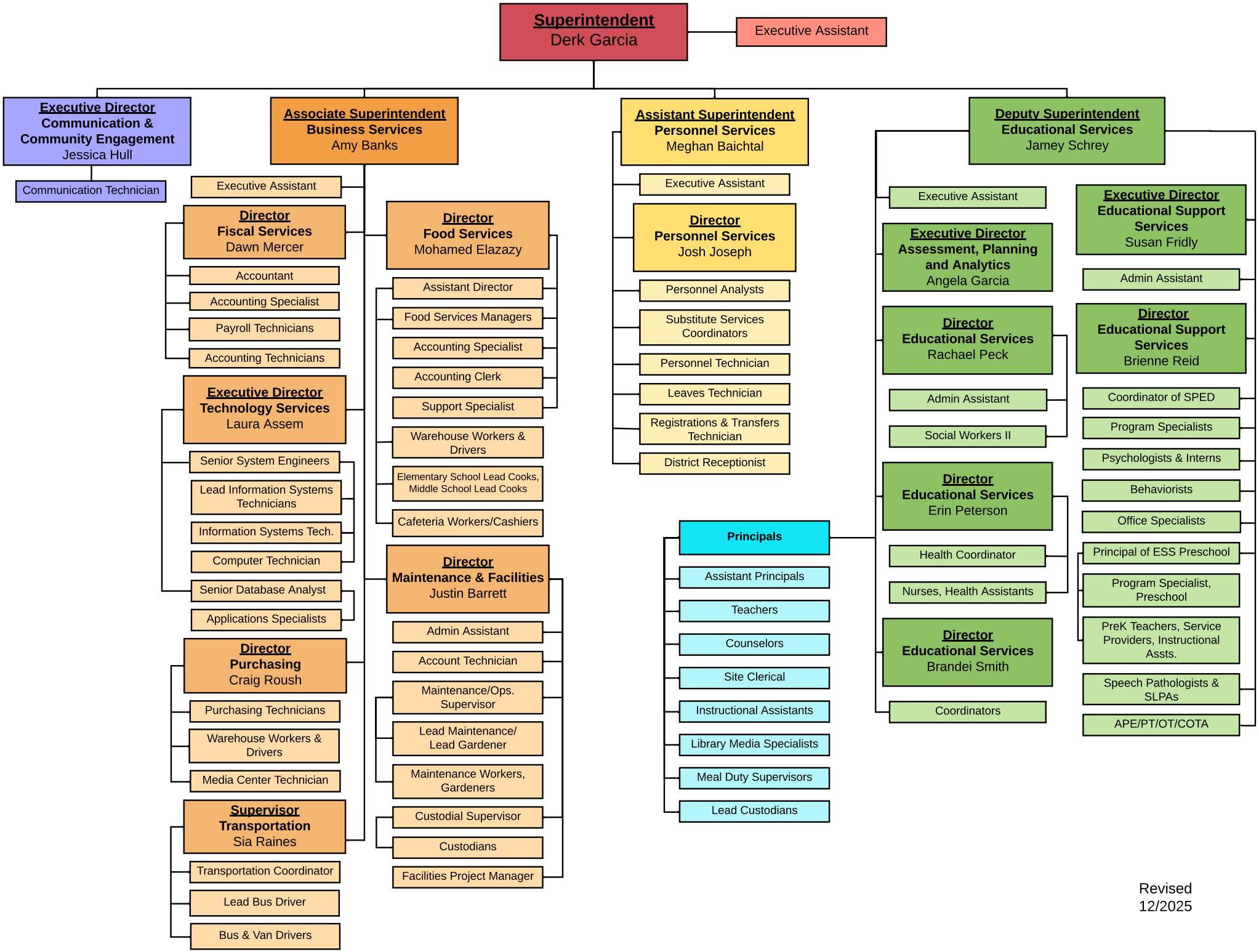

Revised
12/2025