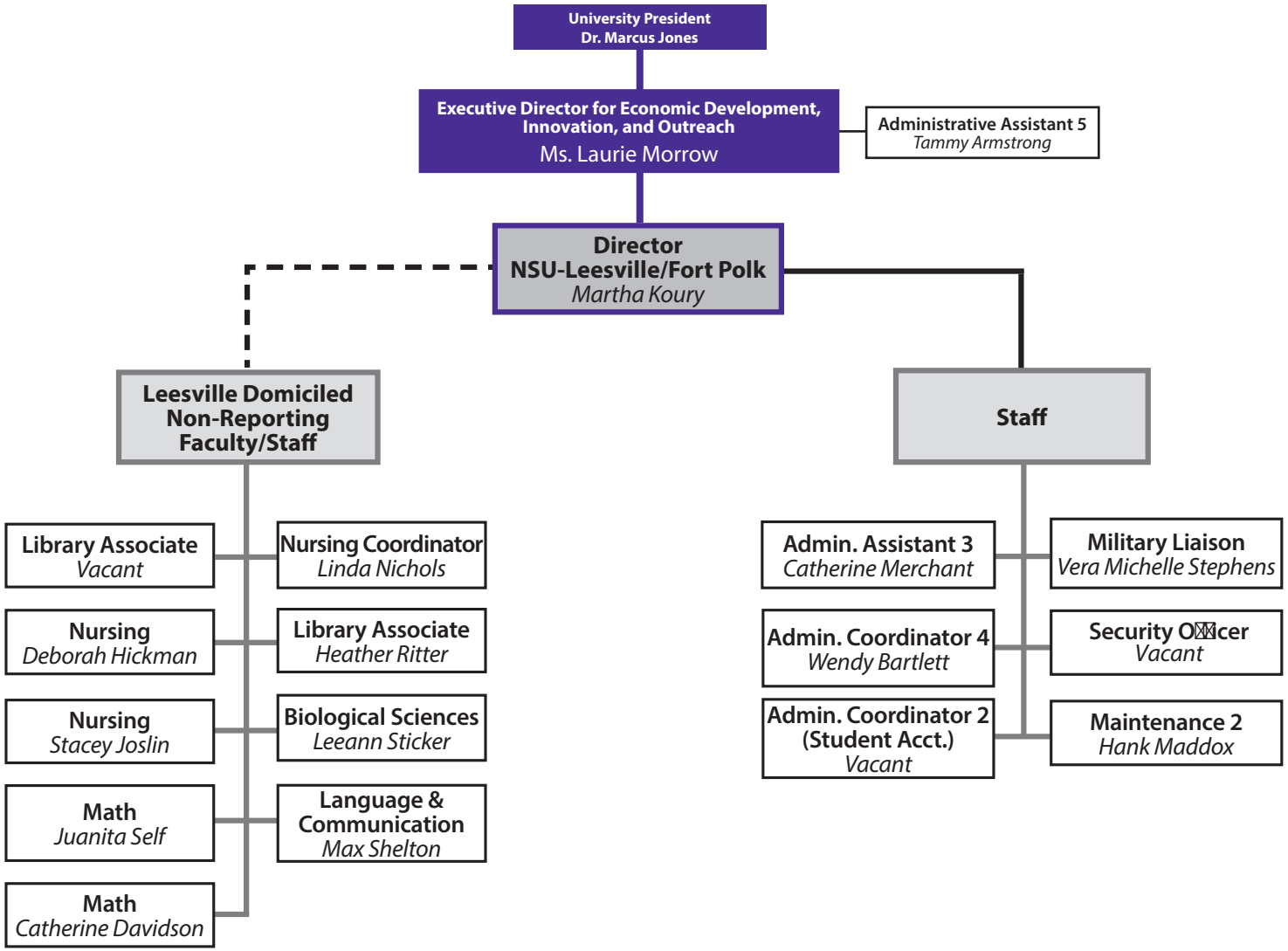Revised 8-1-2023