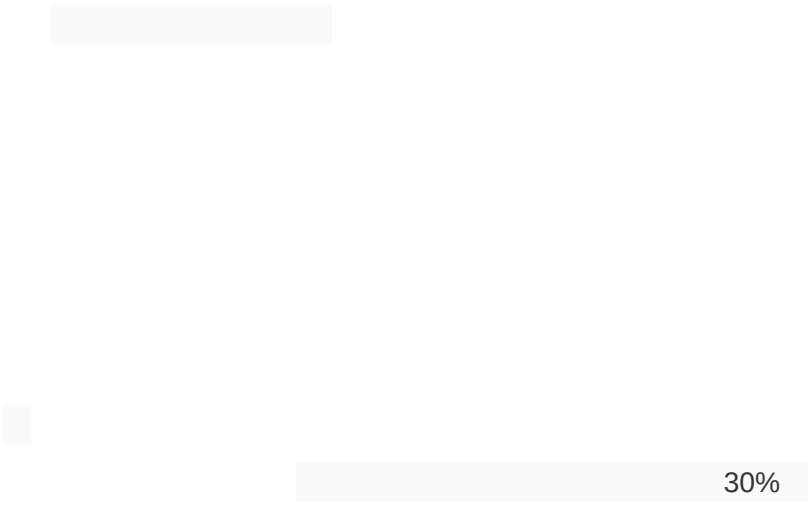
30%