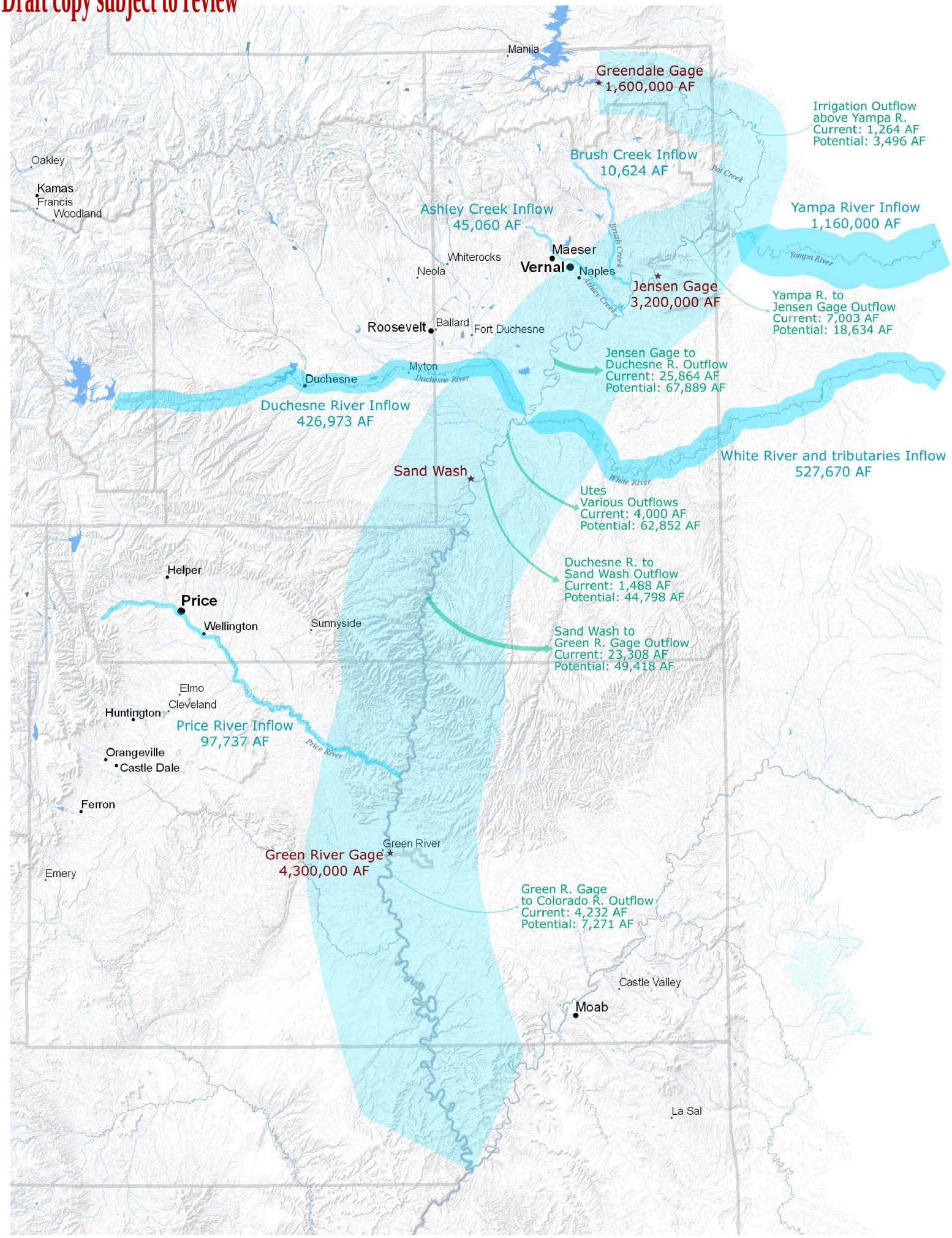Draft copy subject to review