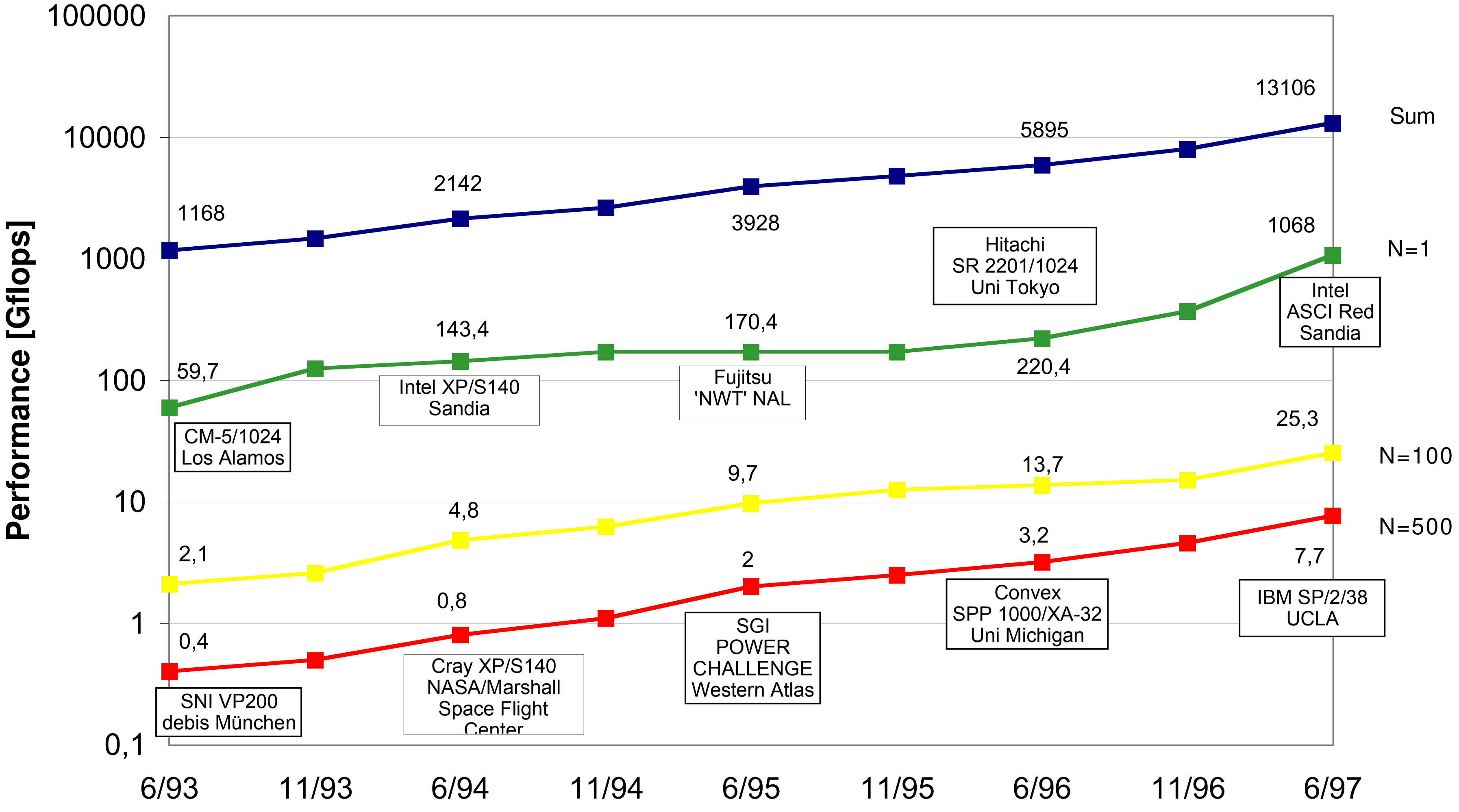Performance Development