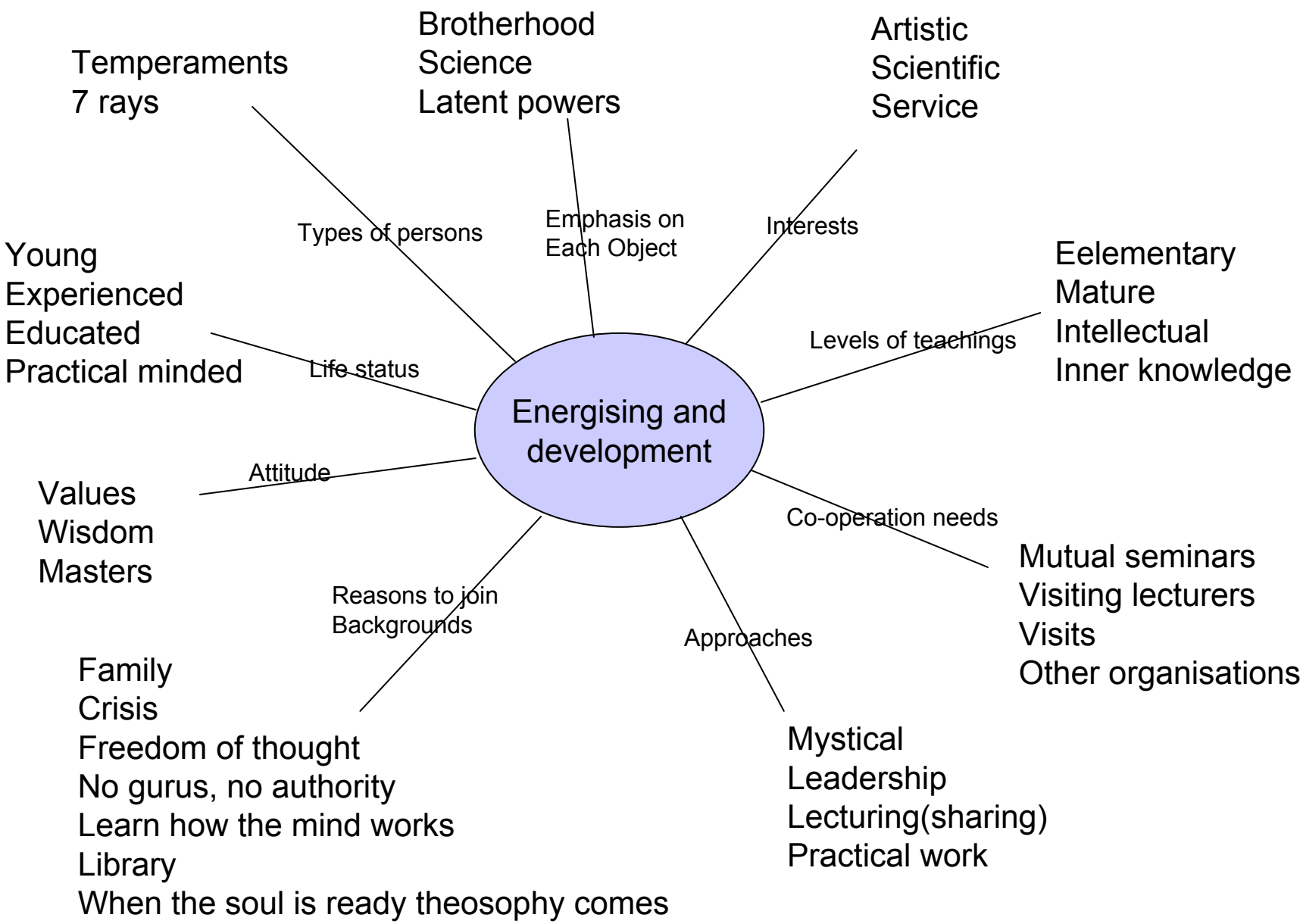Needs behind the work