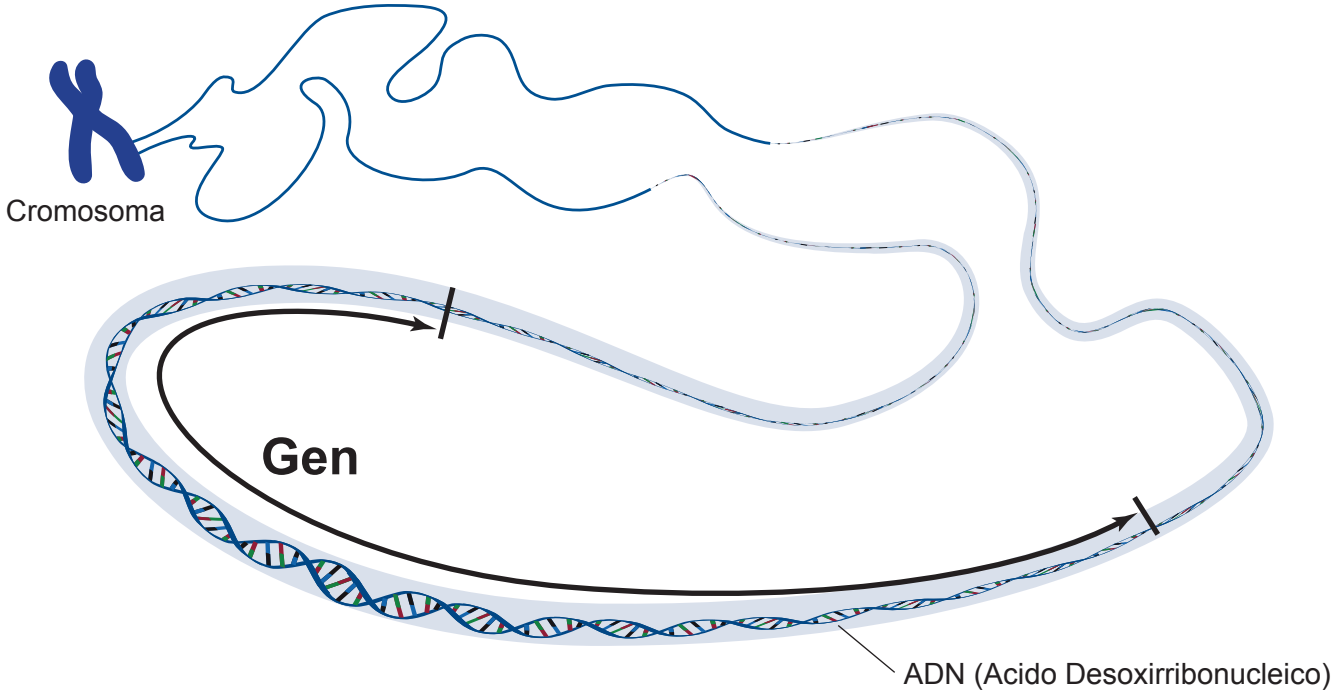Gen