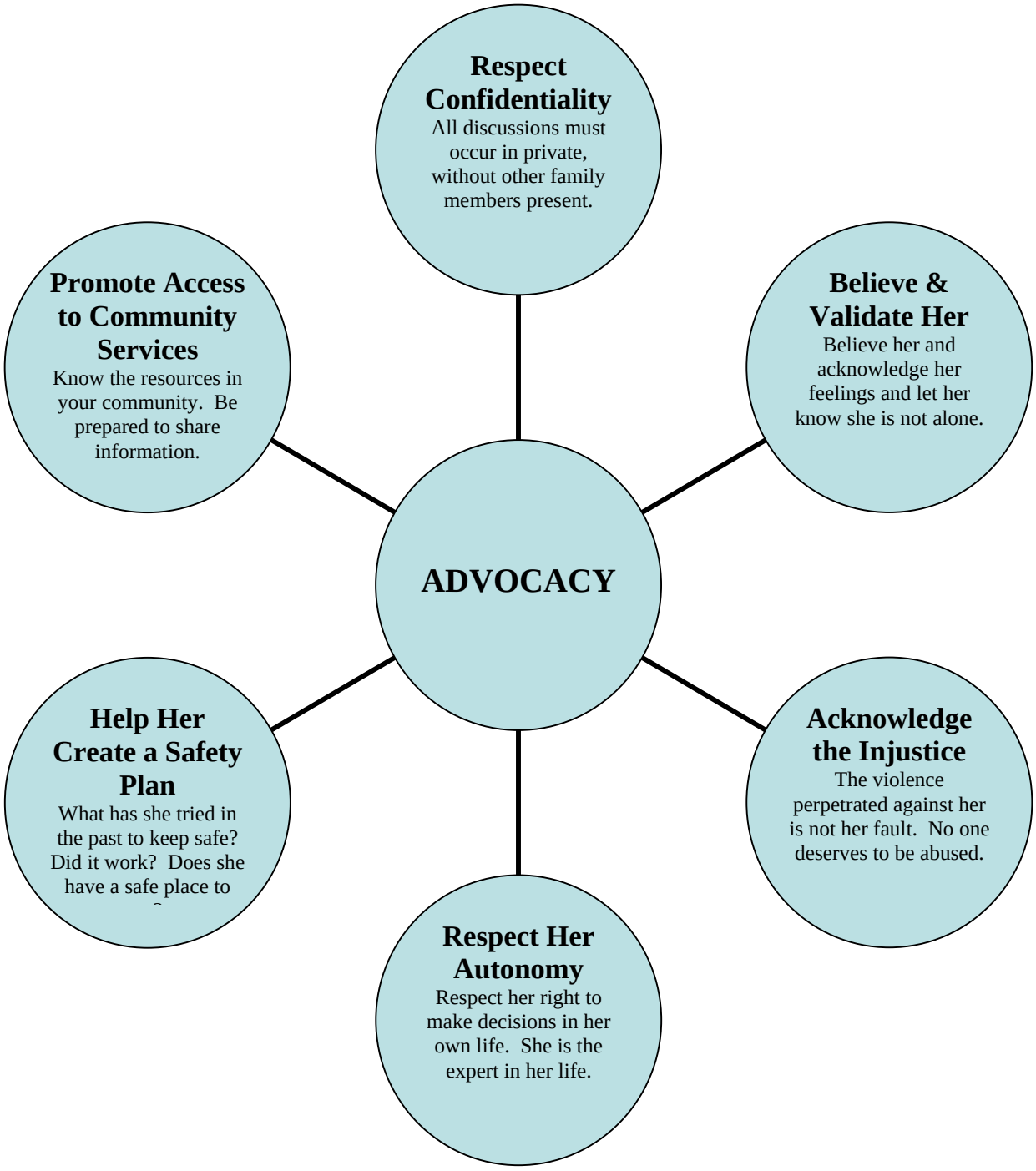EMPOWERMENT