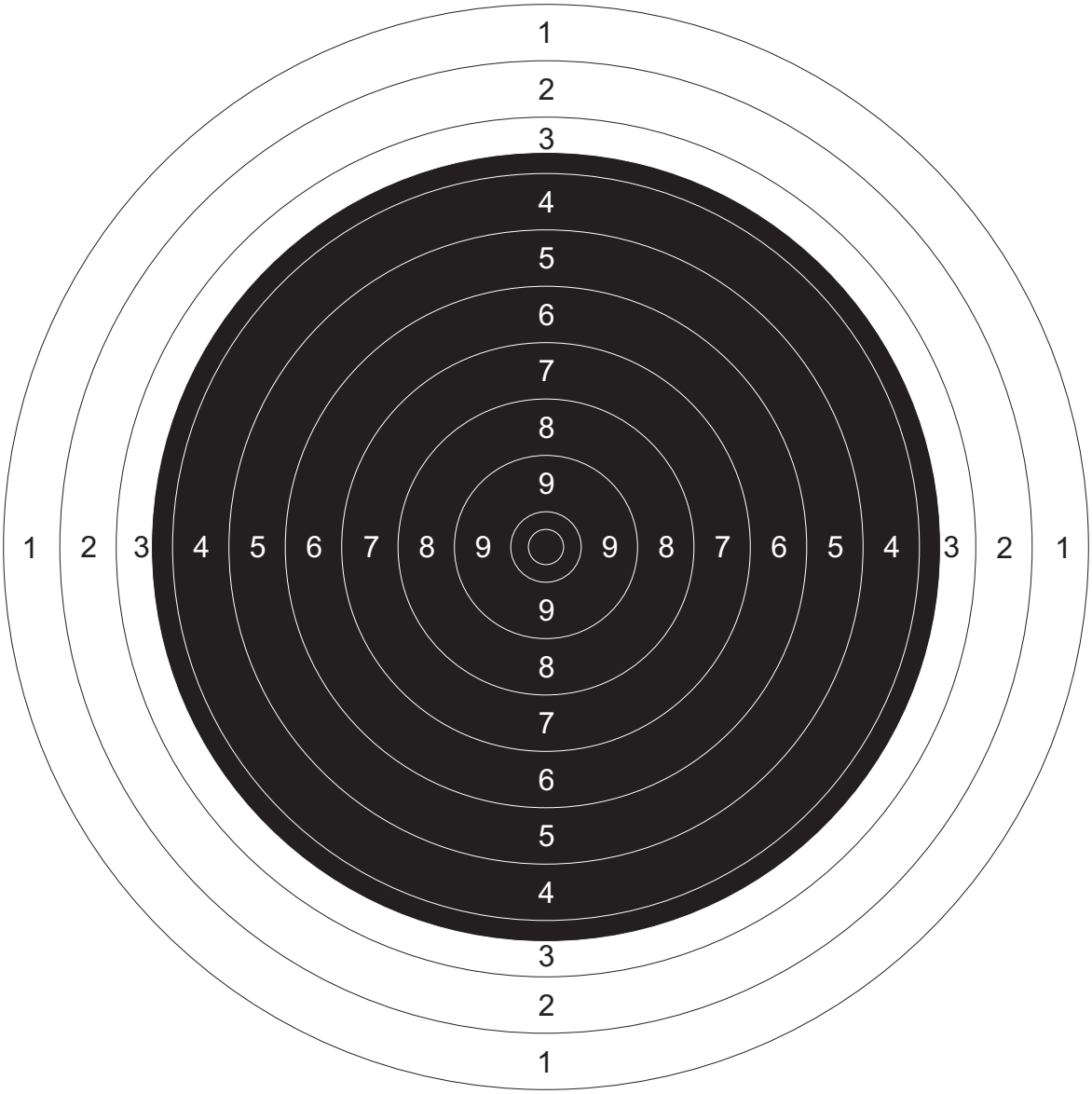R-16