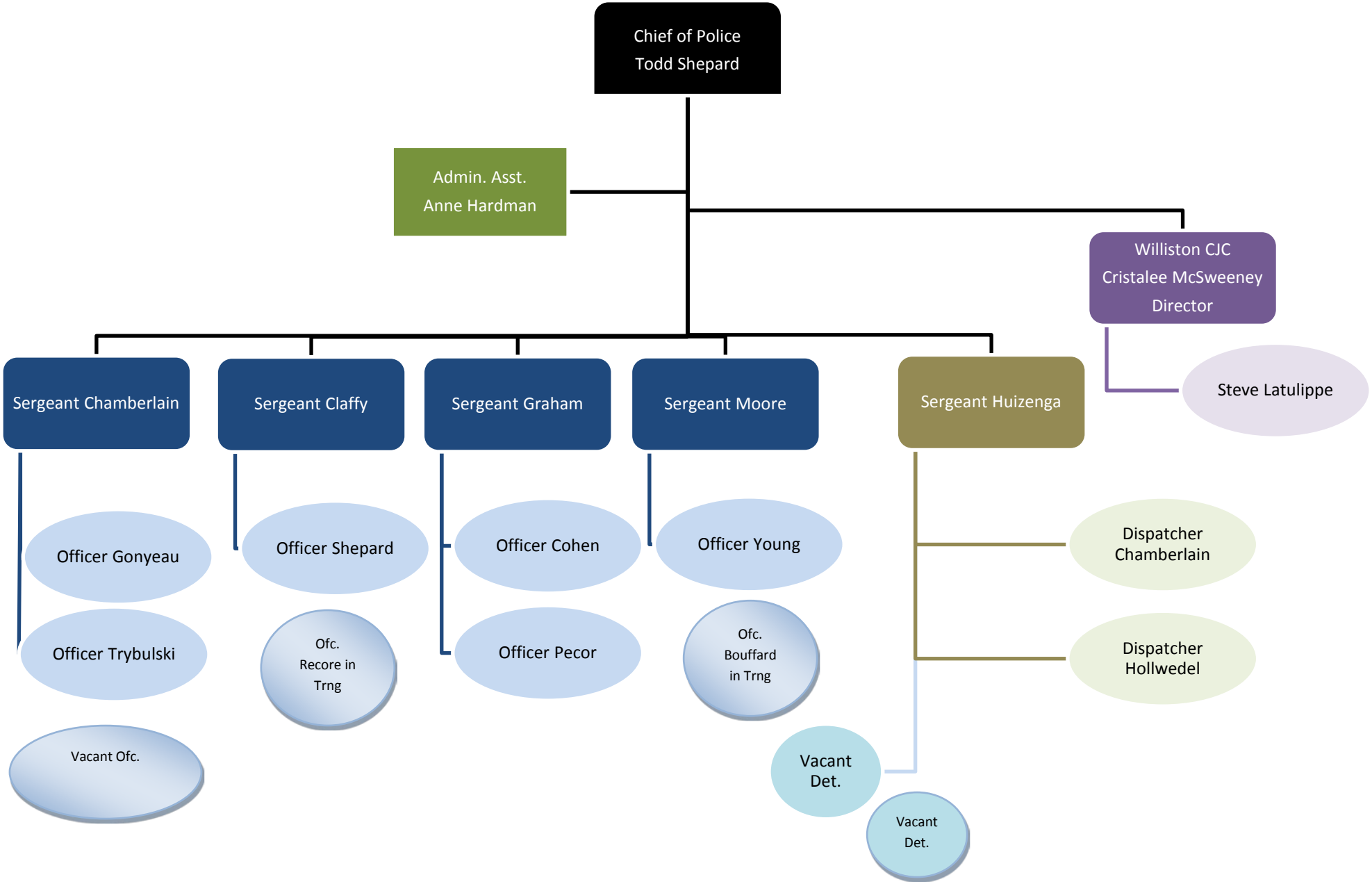Effective: 28 November 2016