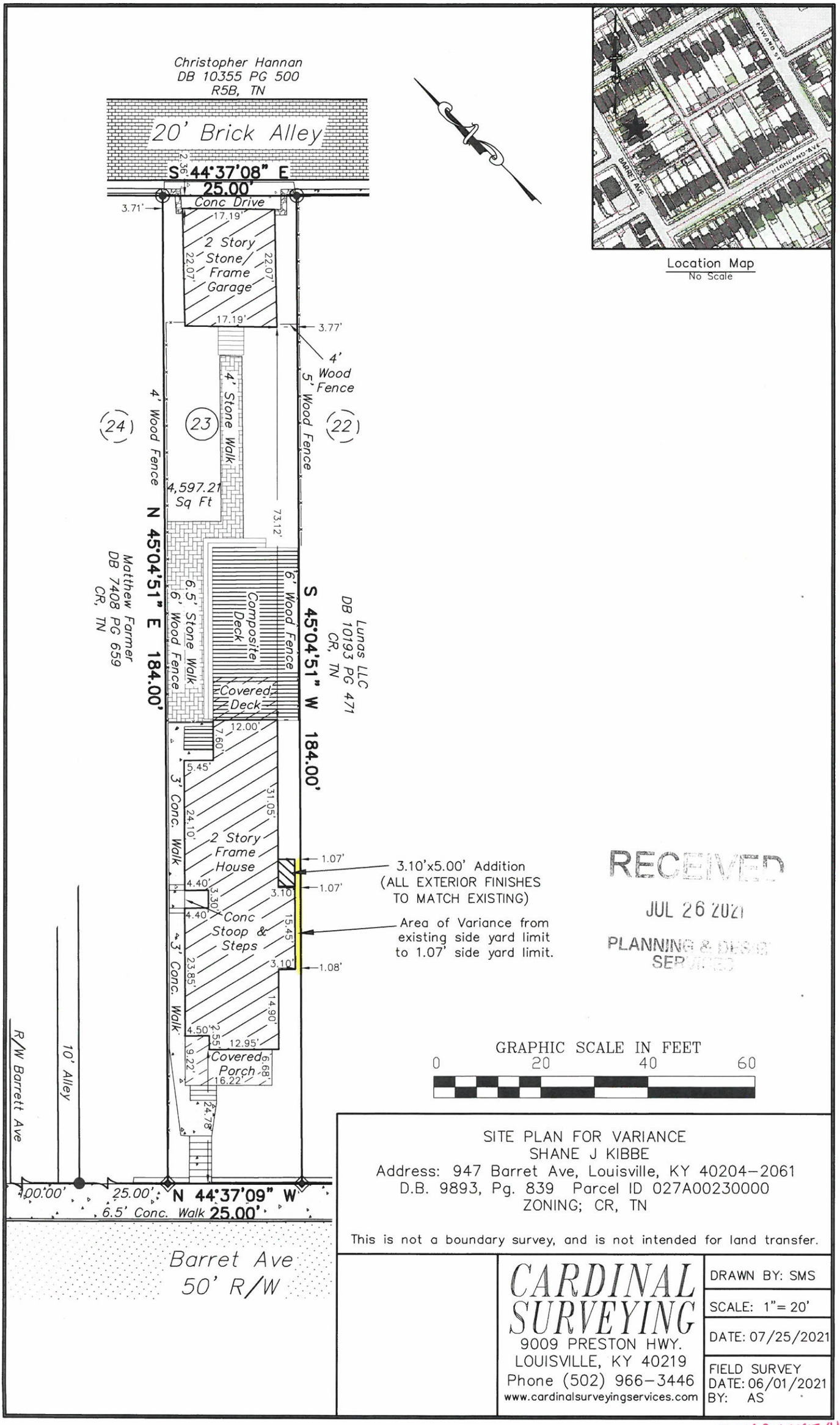

21-VARIANCE-0113