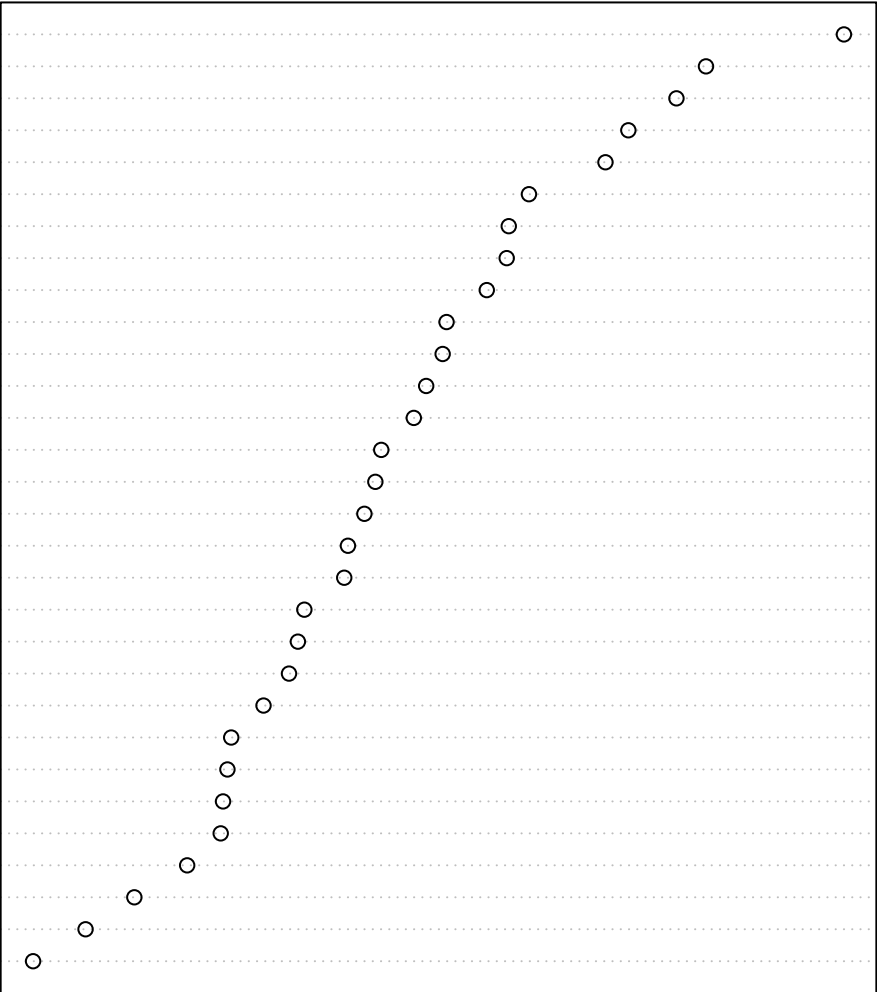Variable Importance Plot