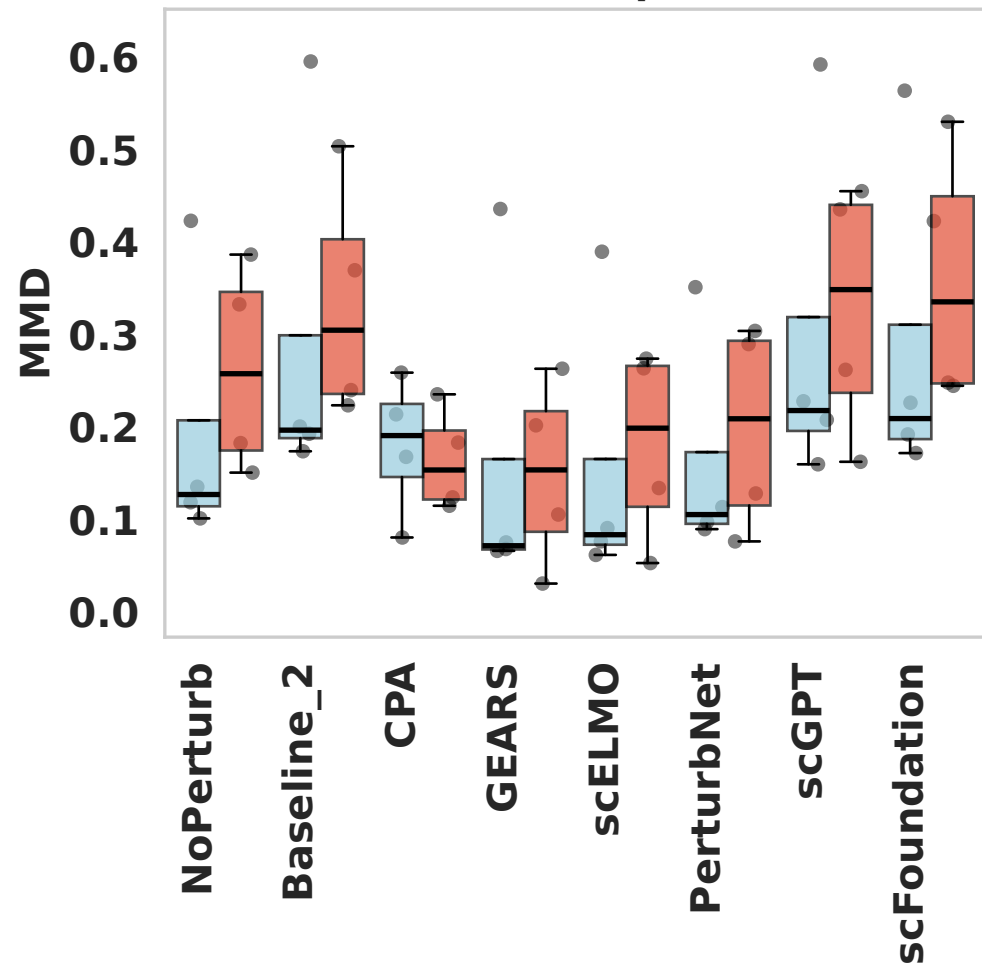Norman