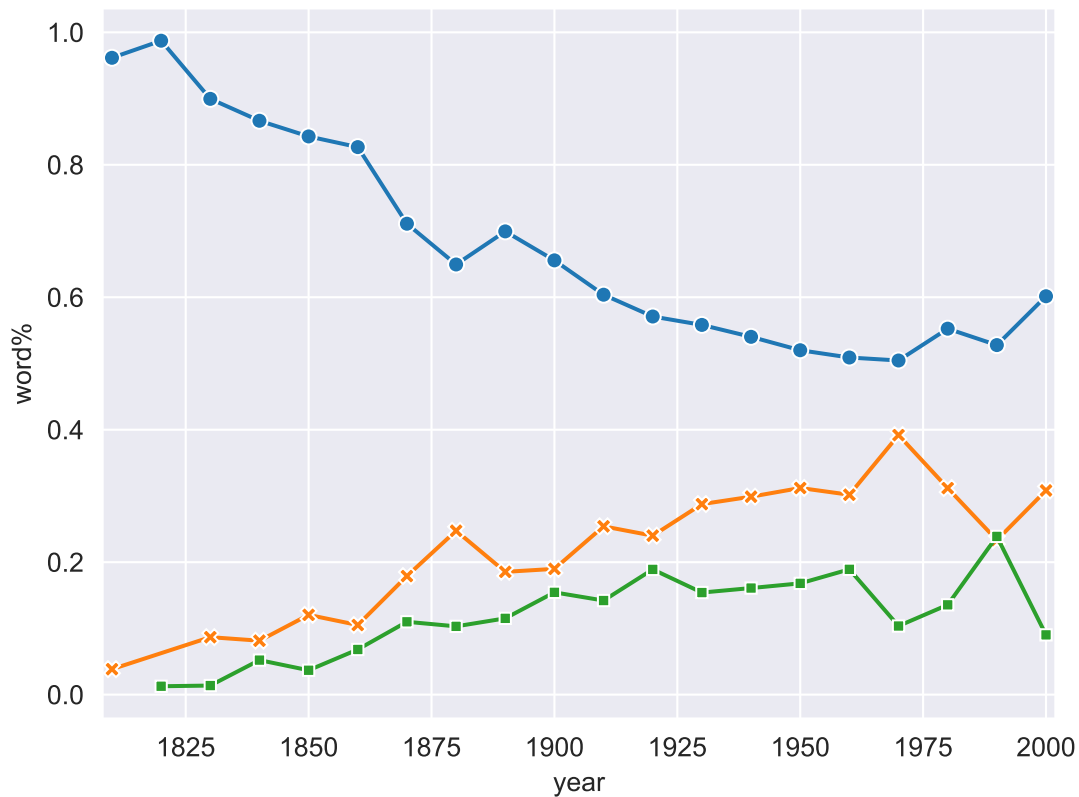subordinate