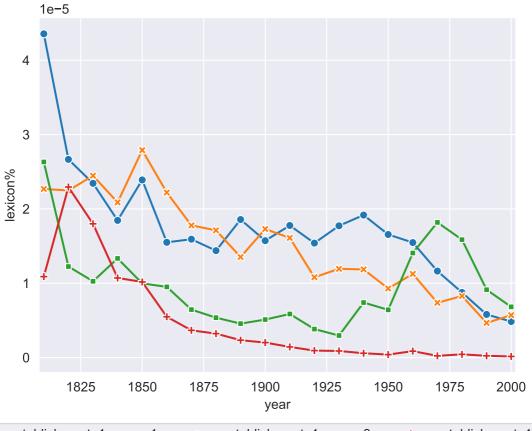establishment