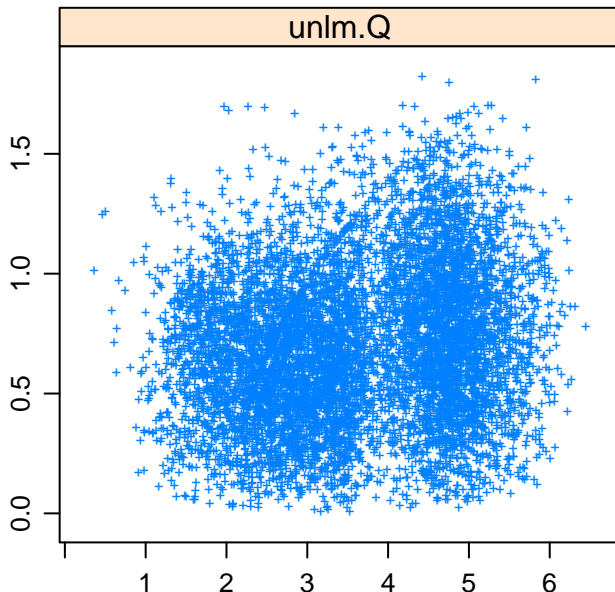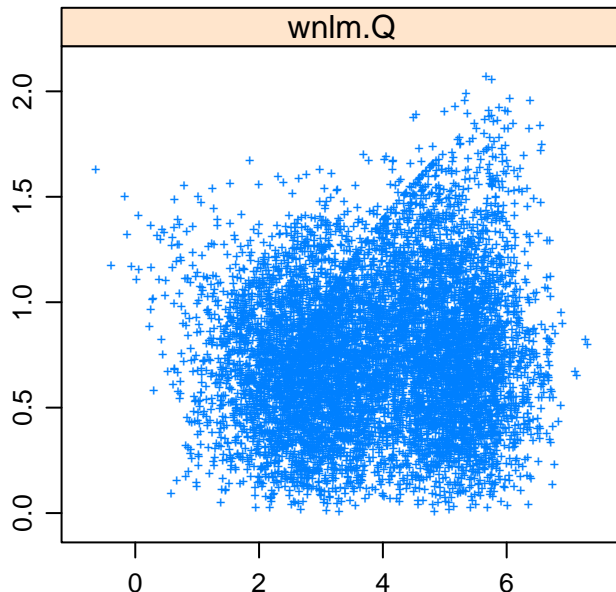Error variance