Z−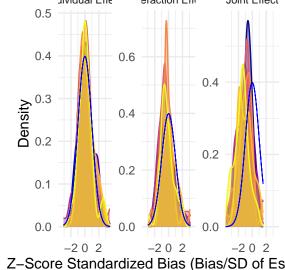Statistics for Effects