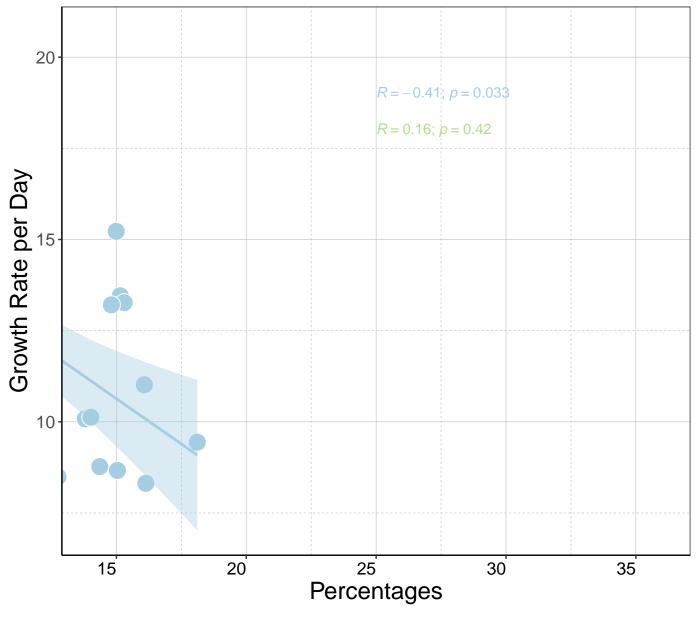Growth Rates ~ Read percentages