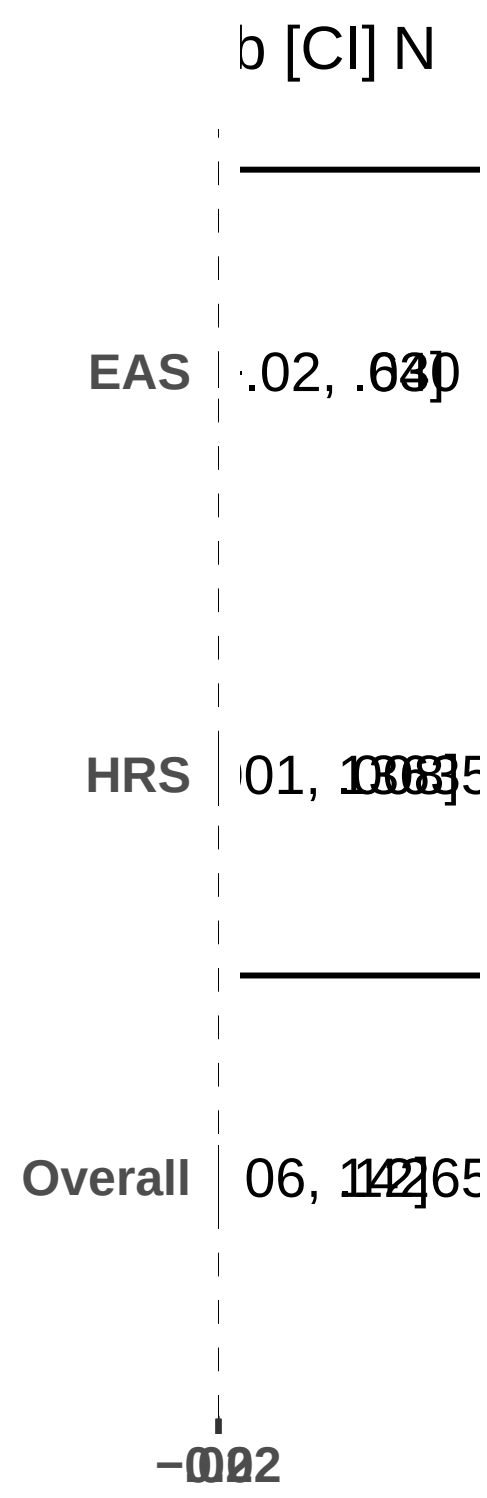ess to Experience x Age