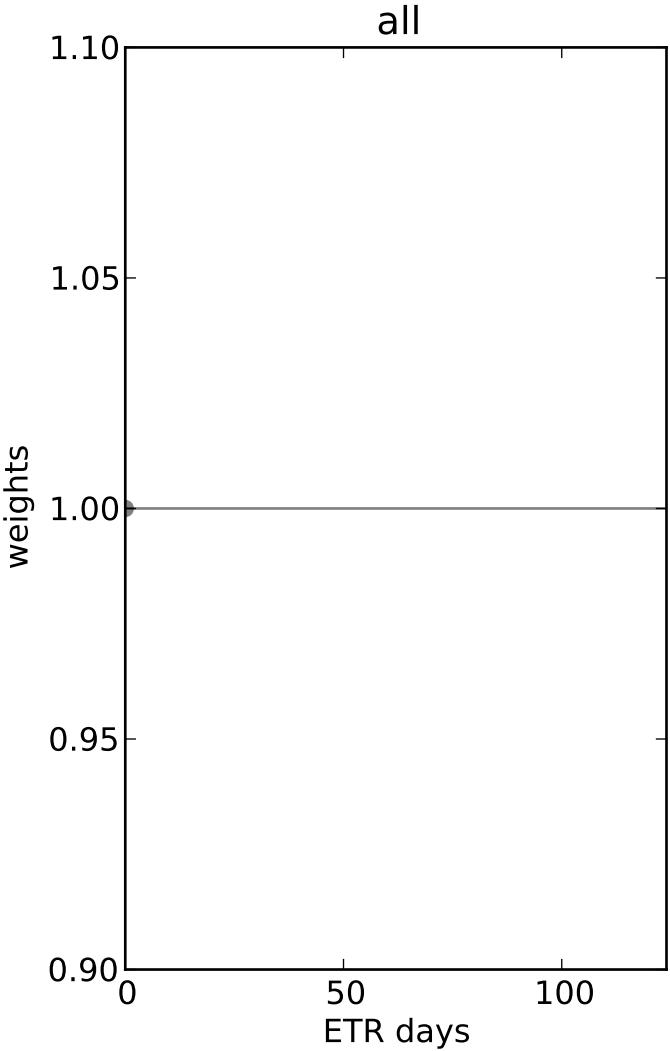weights Jim_Steyer