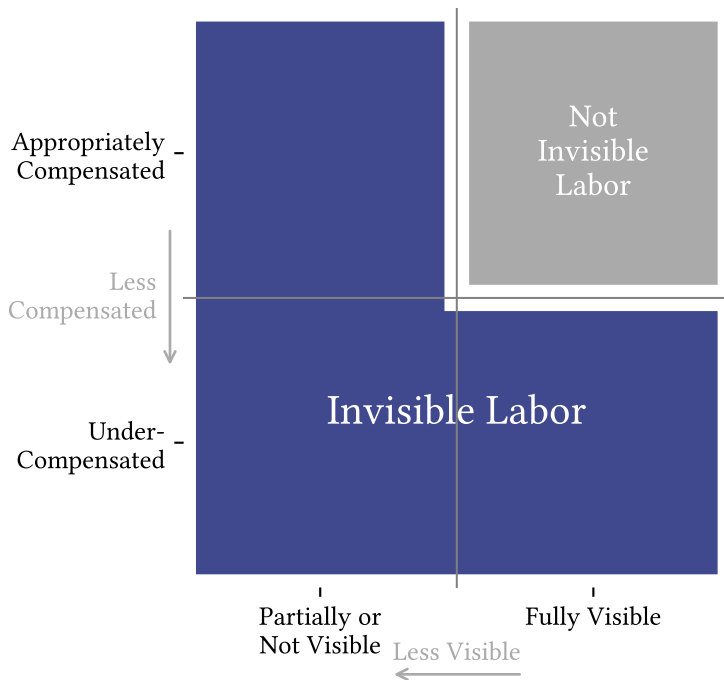


(a) Invisible Labor, Defined



(b) In Open Source Ecosystems

