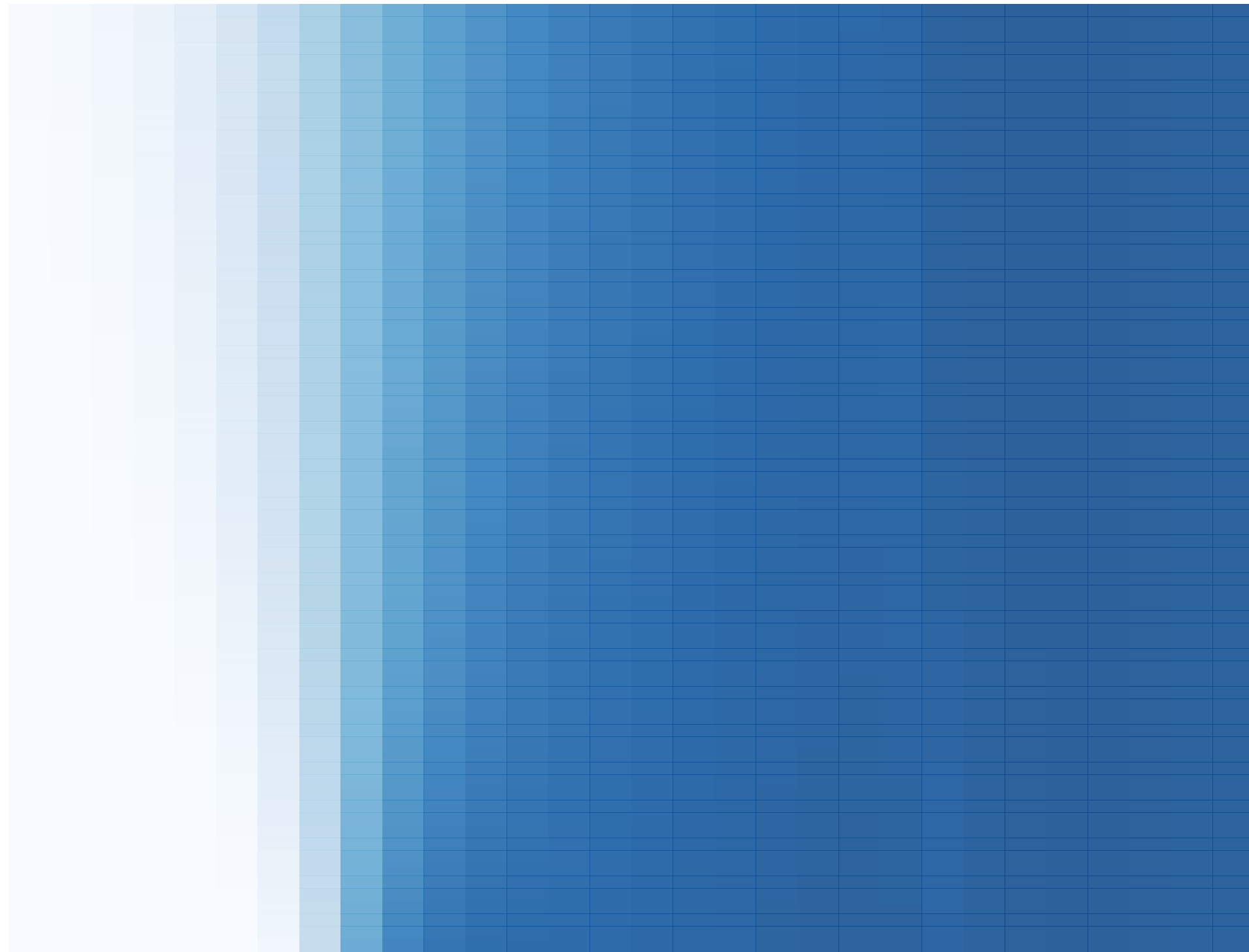Migration Policy Function: Low z, Experience