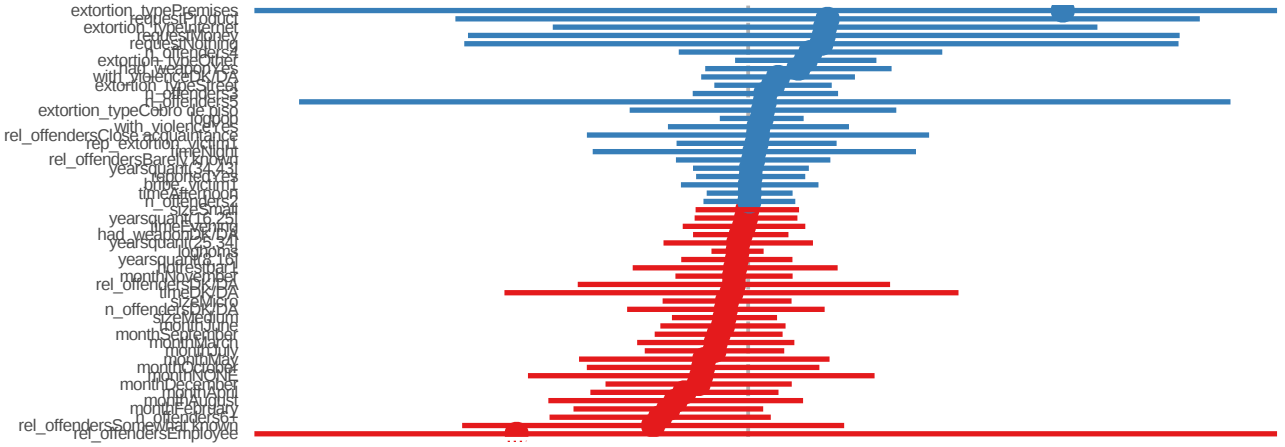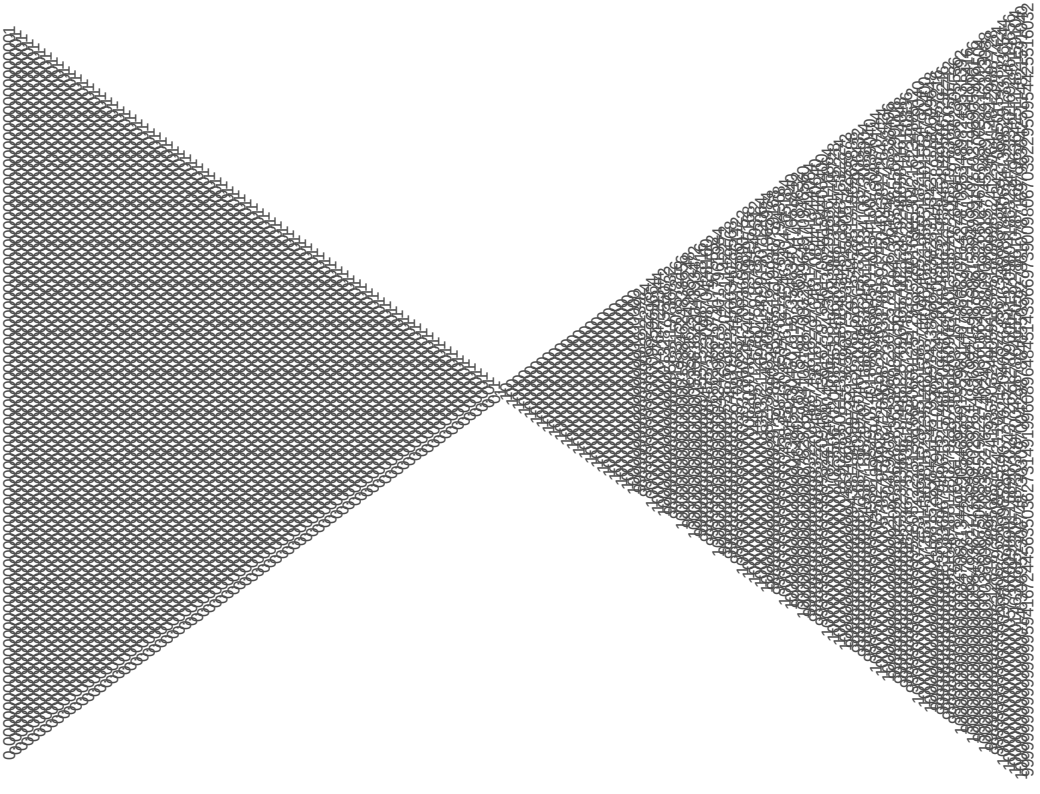Fixed effects