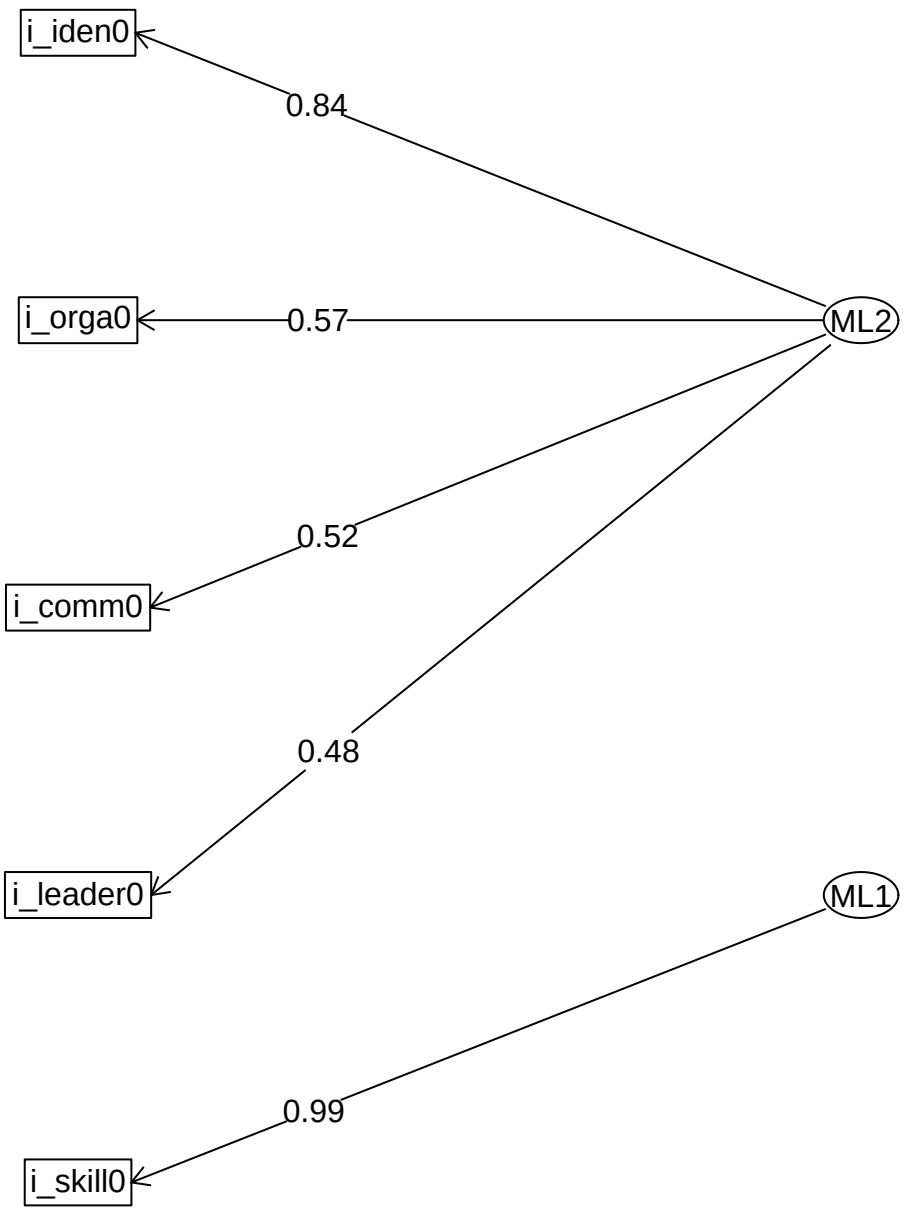Figure 17. Fine−tuned two−factor solution, with−leader group (short)