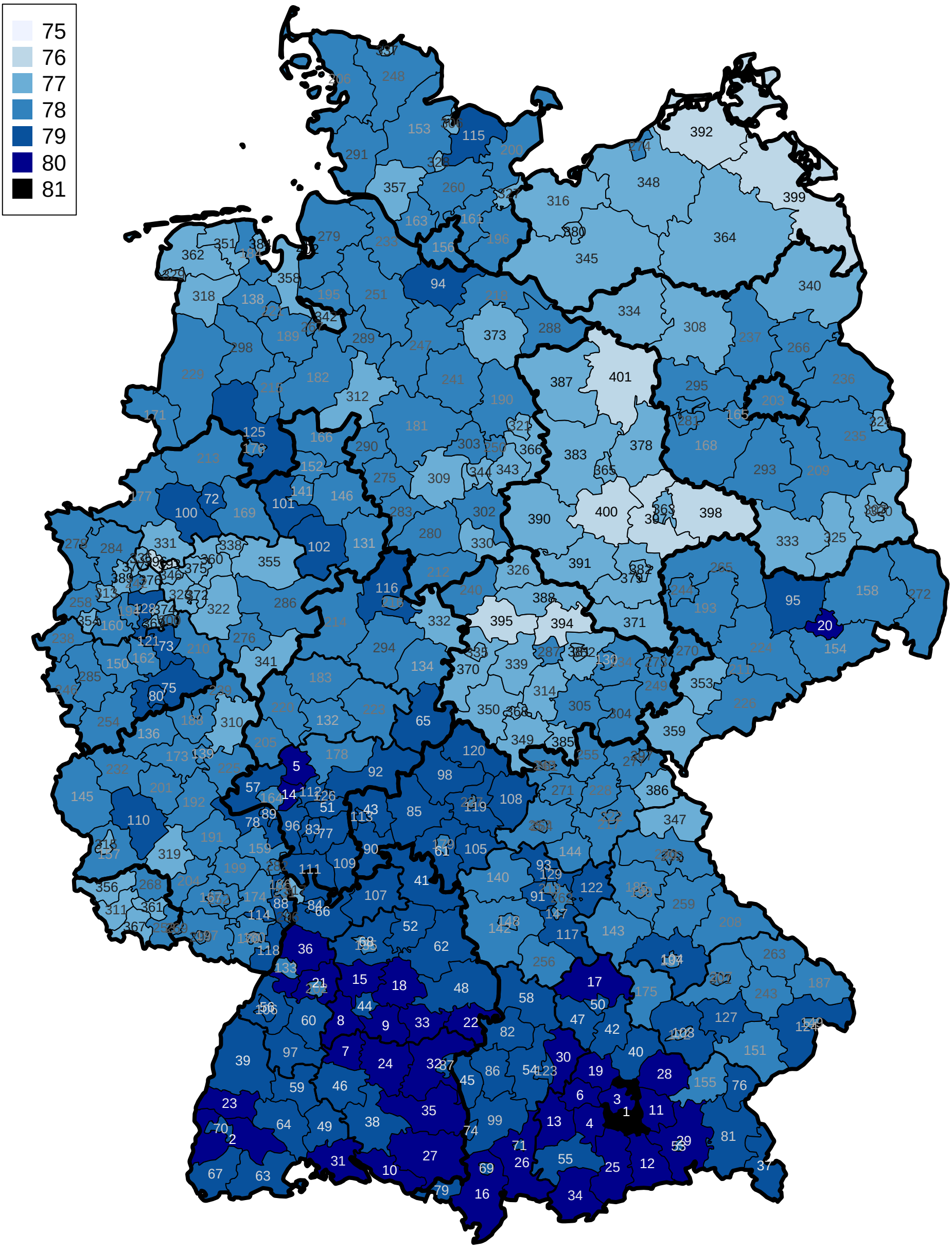Men