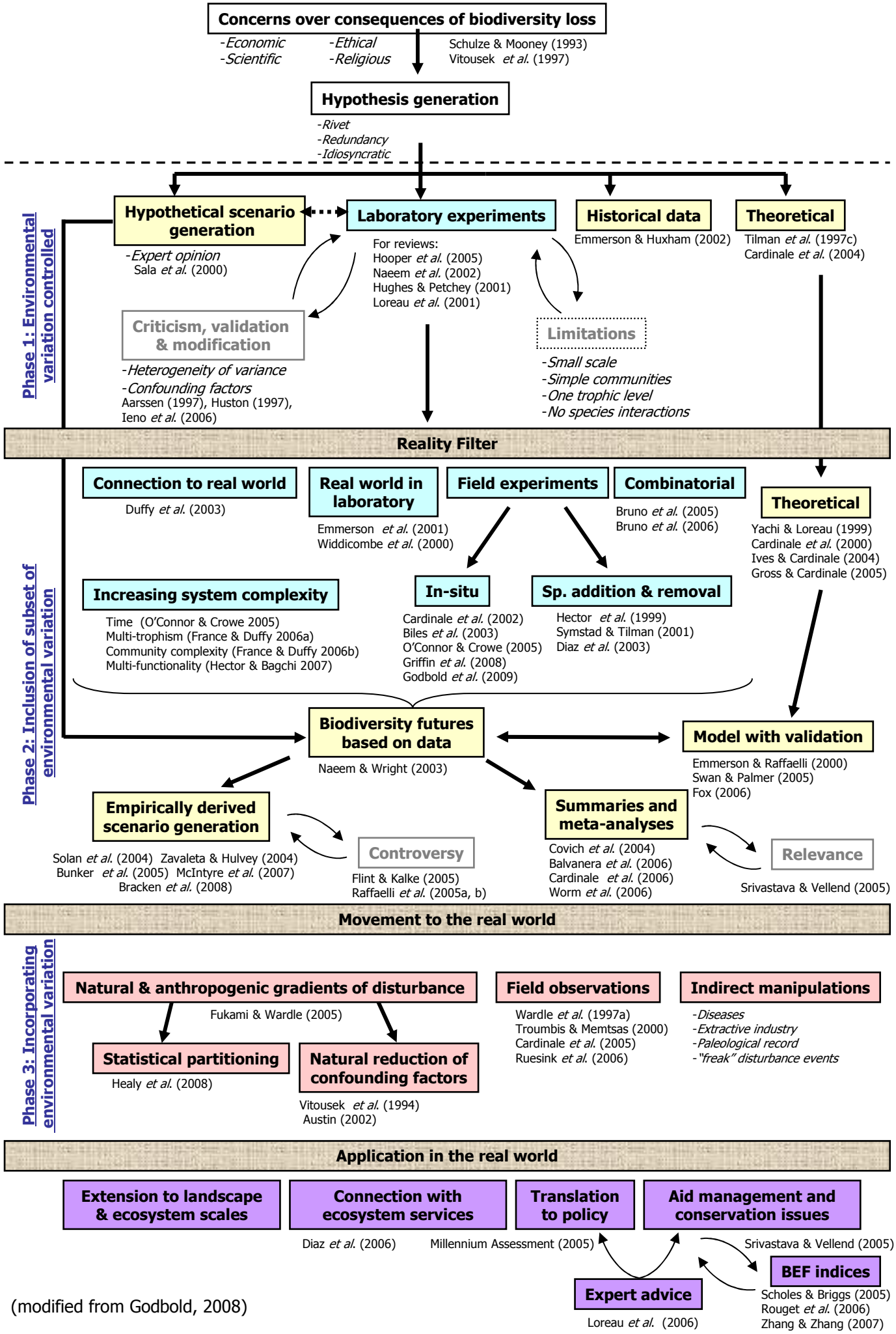

(modified from Godbold, 2008)