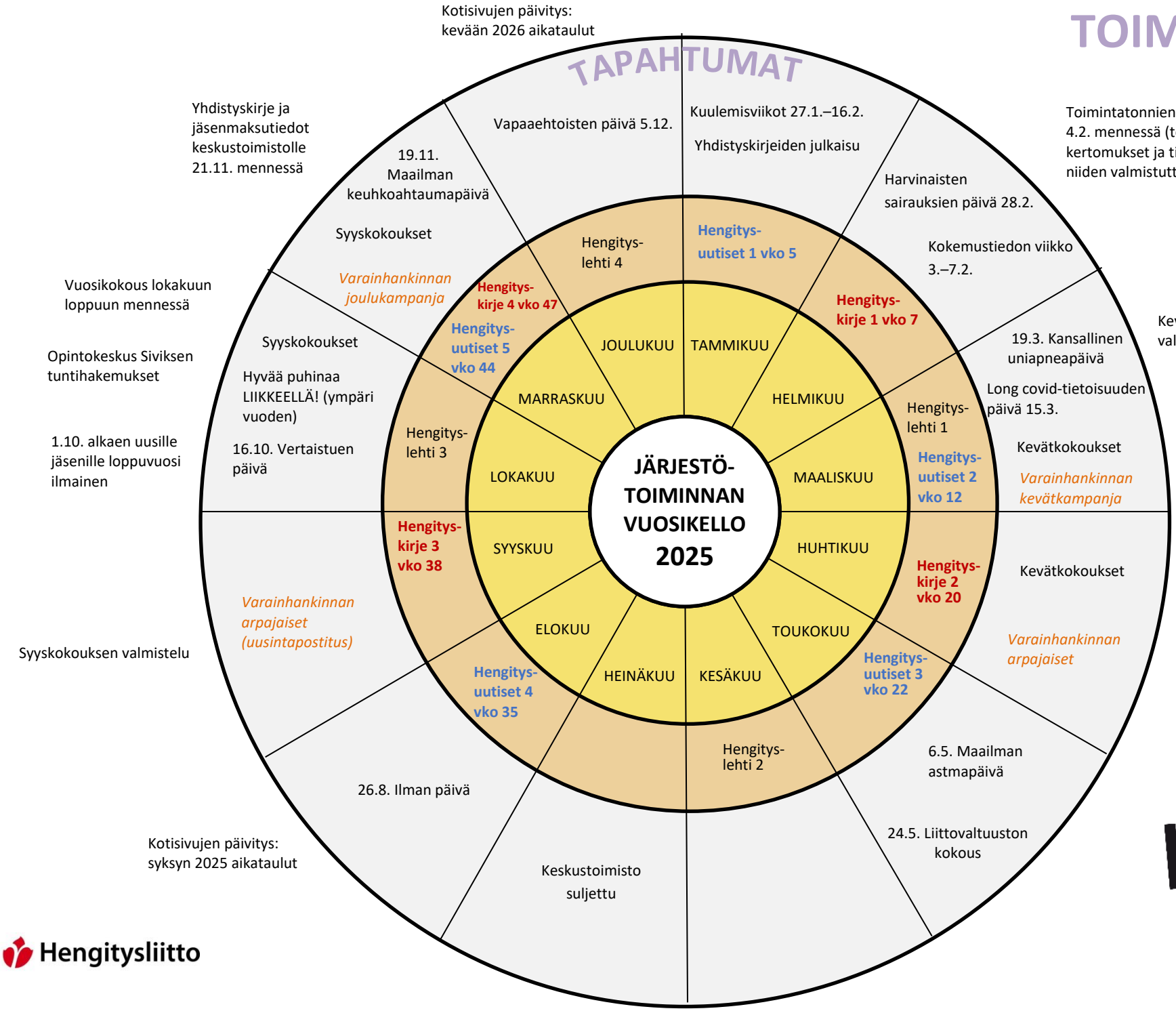TOIMENPITEET