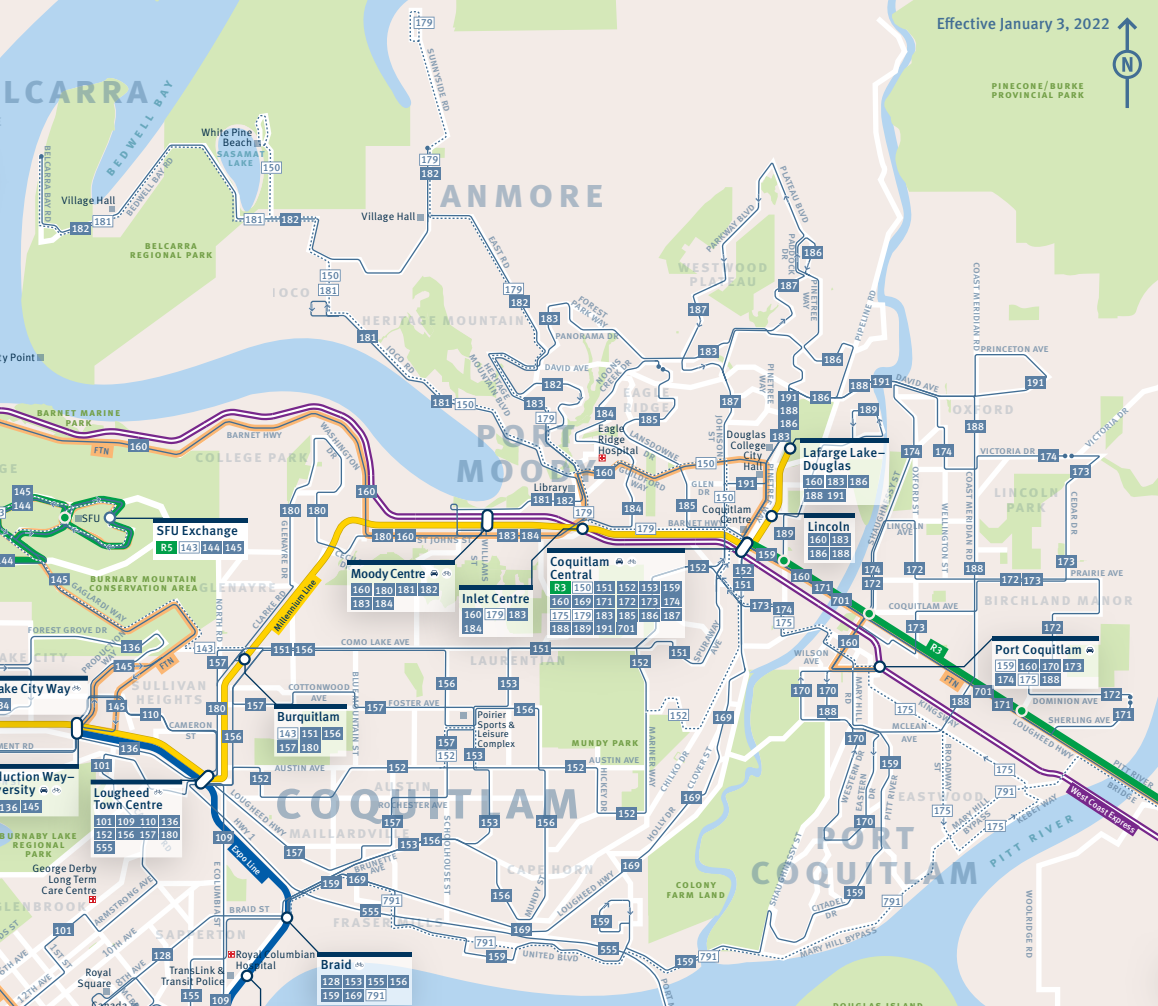Effective January 3, 2022