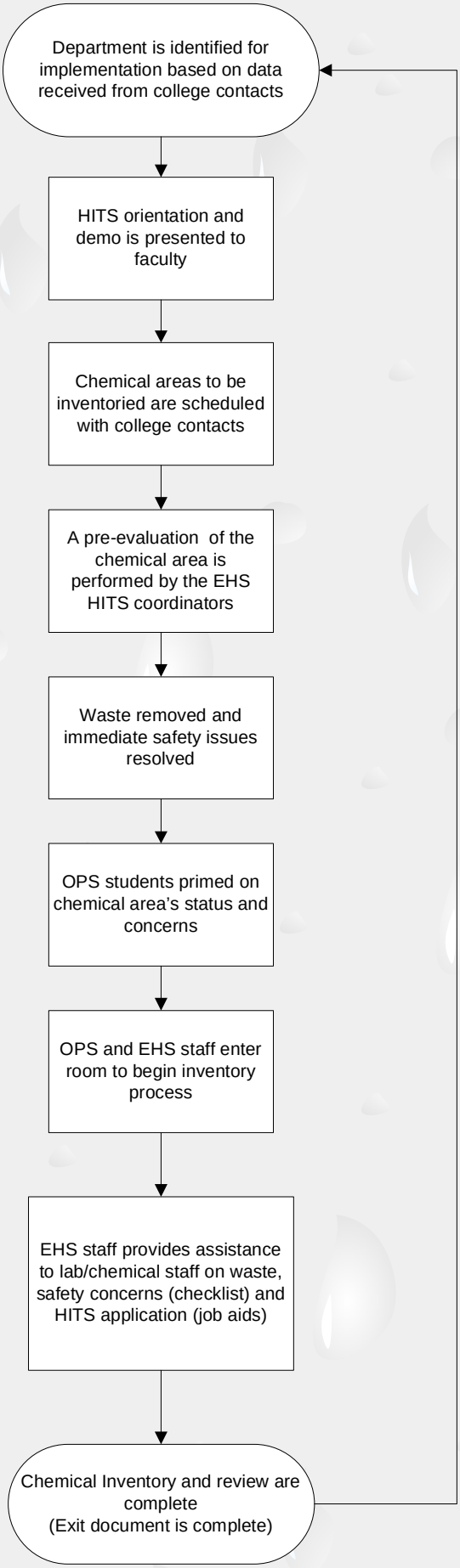Departmental Implementation