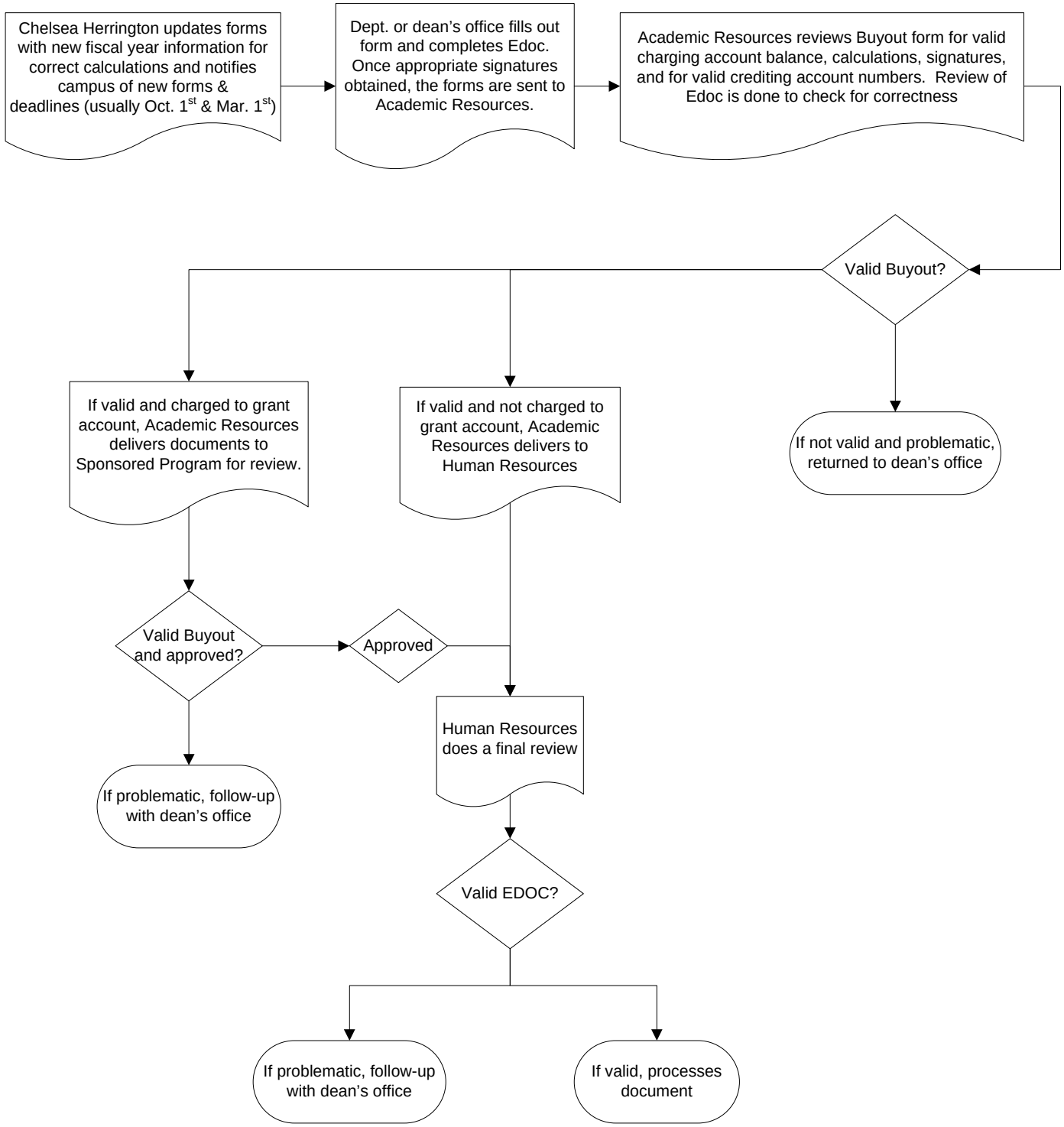Effort Buyout Process