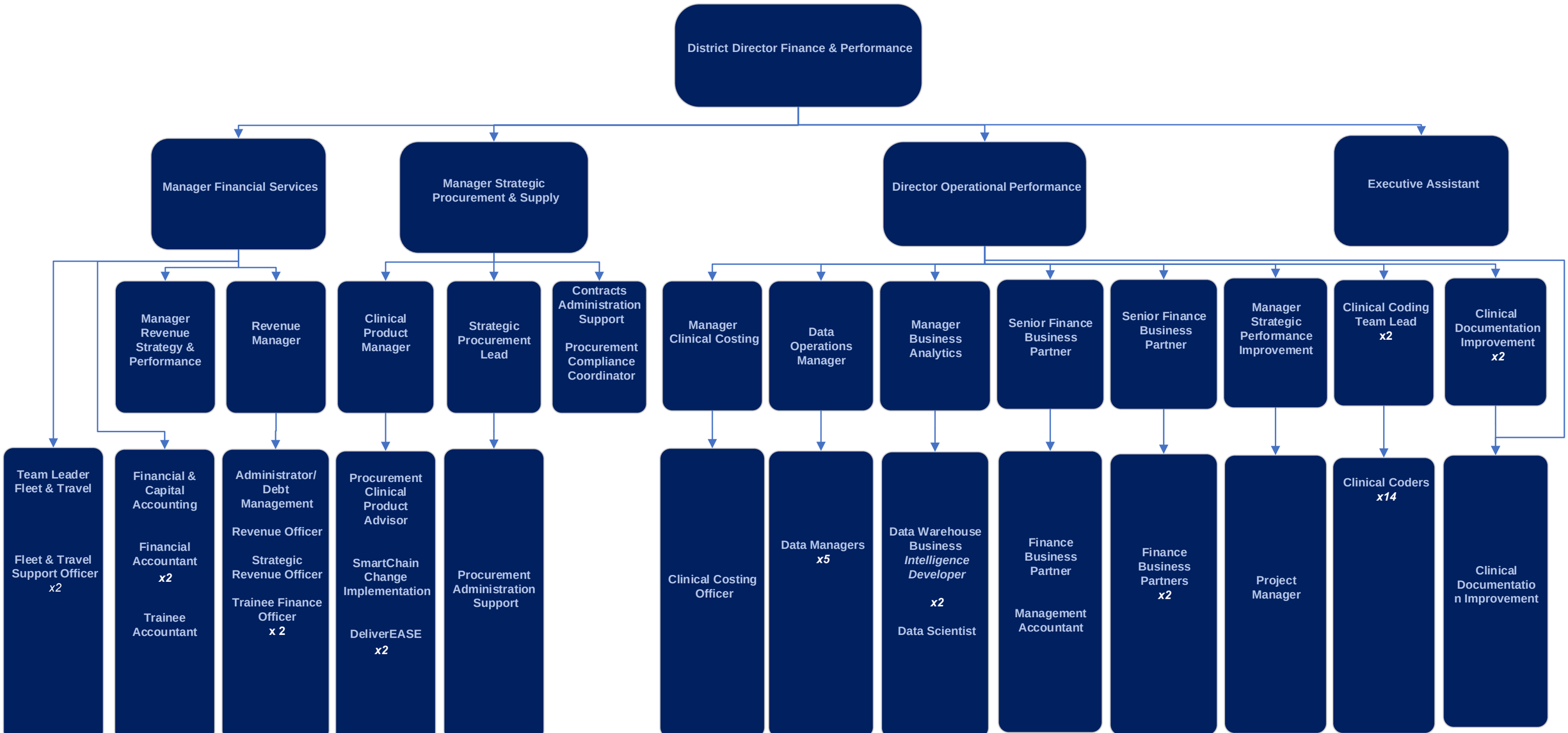Finance & Performance