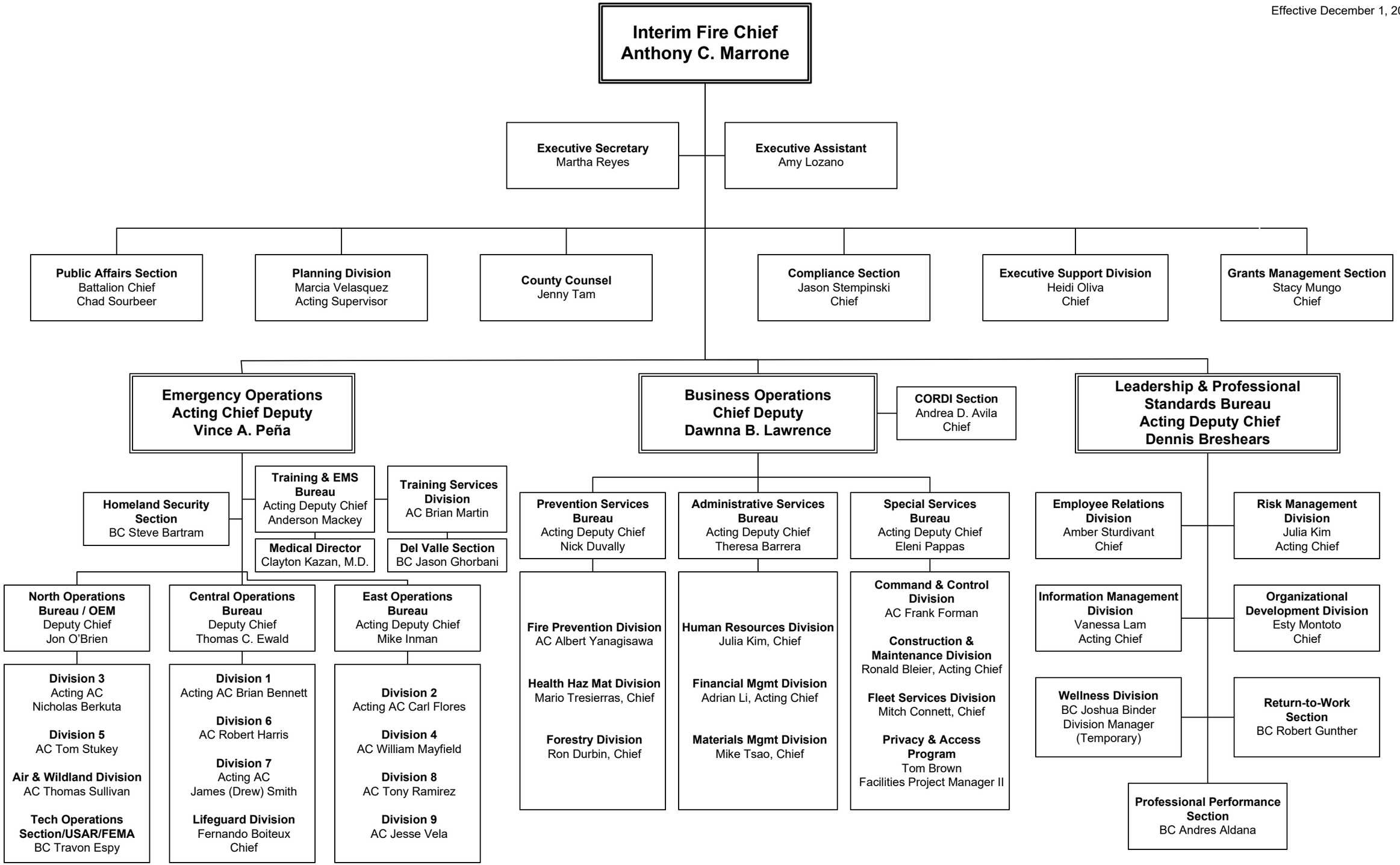Effective December 1, 2021