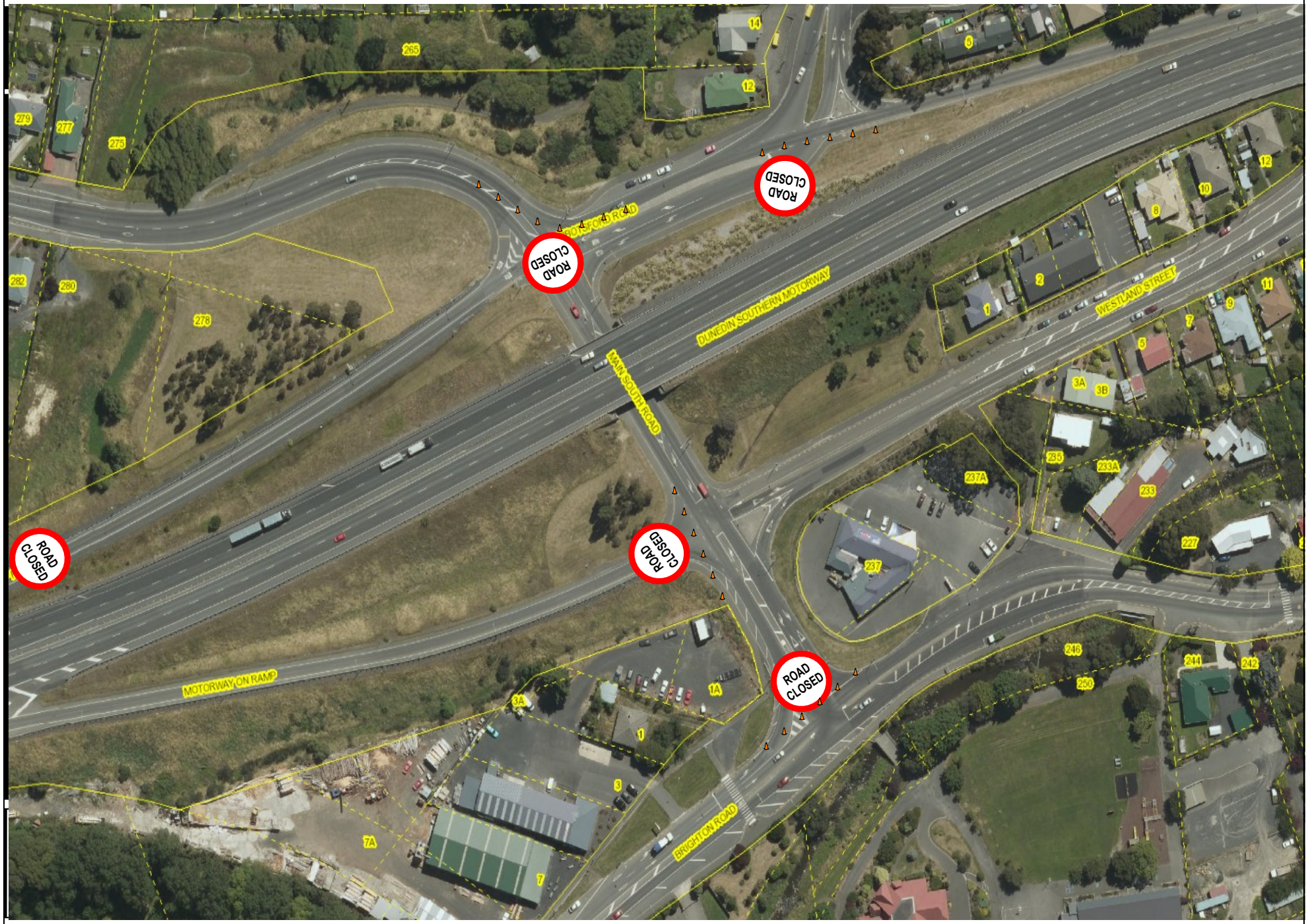www.invarion.com