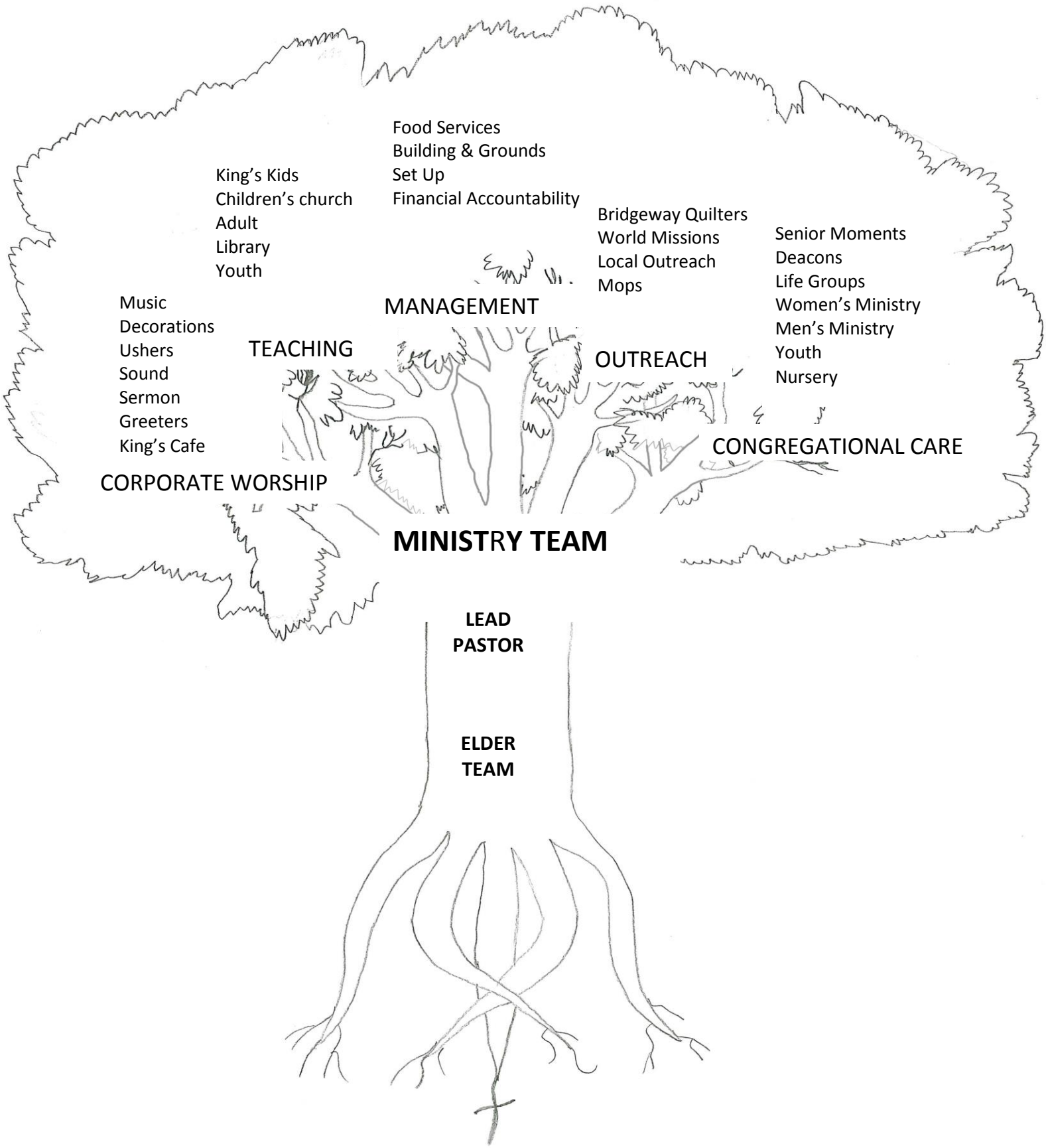ACTION TEAMS