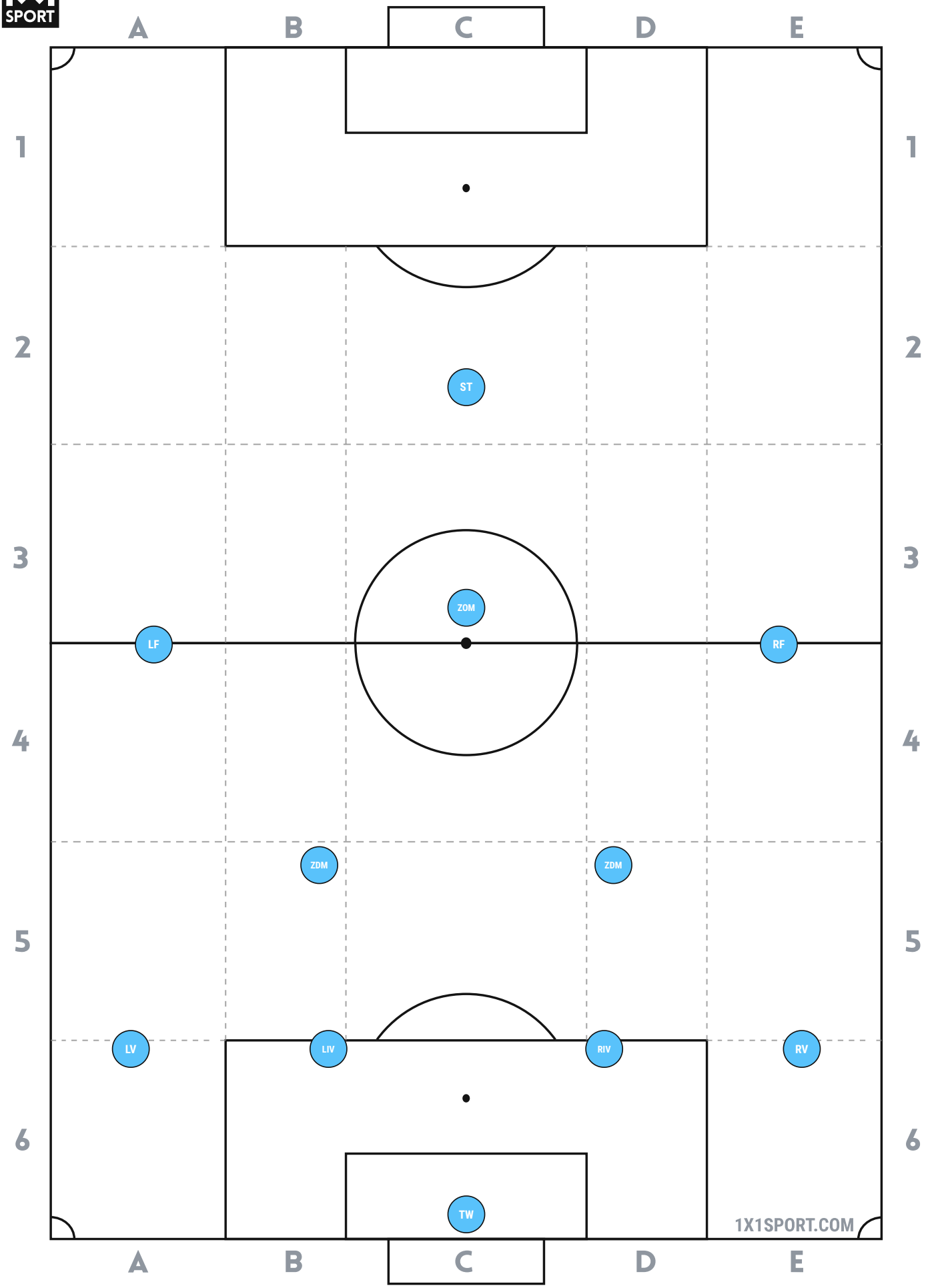FORMATION 4-2-3-1