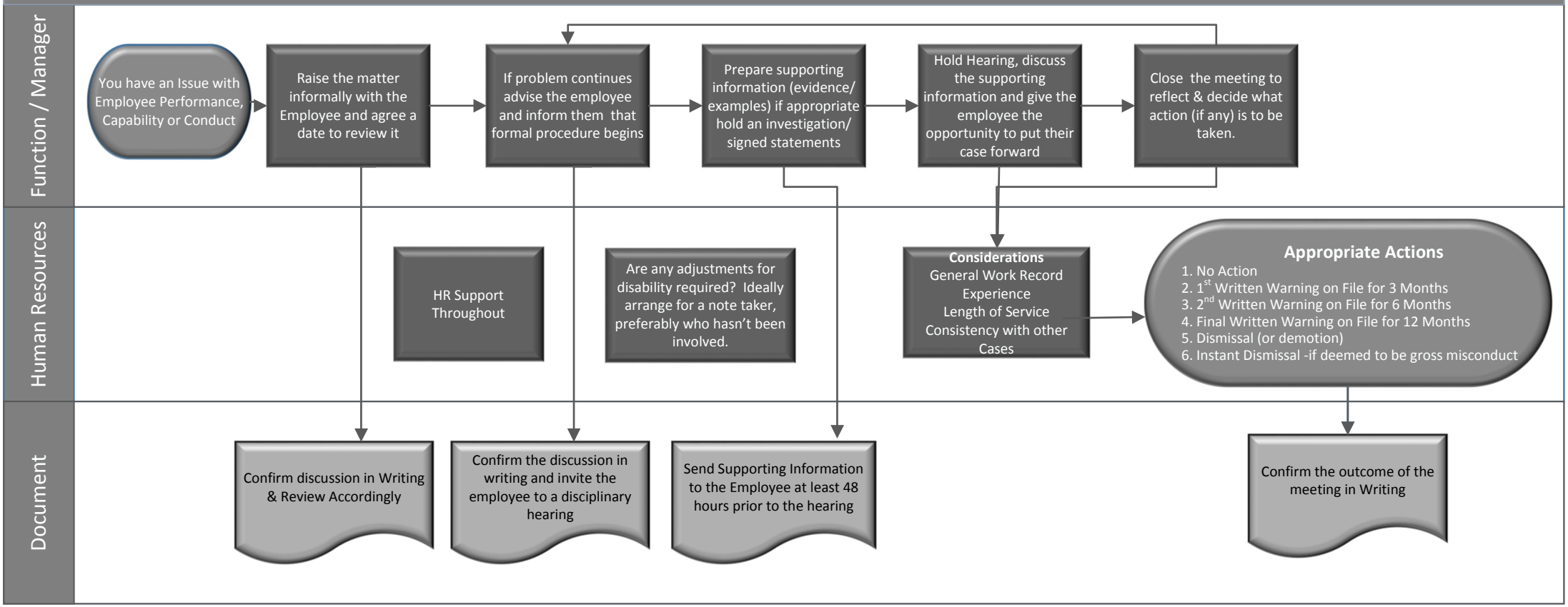Performance Management