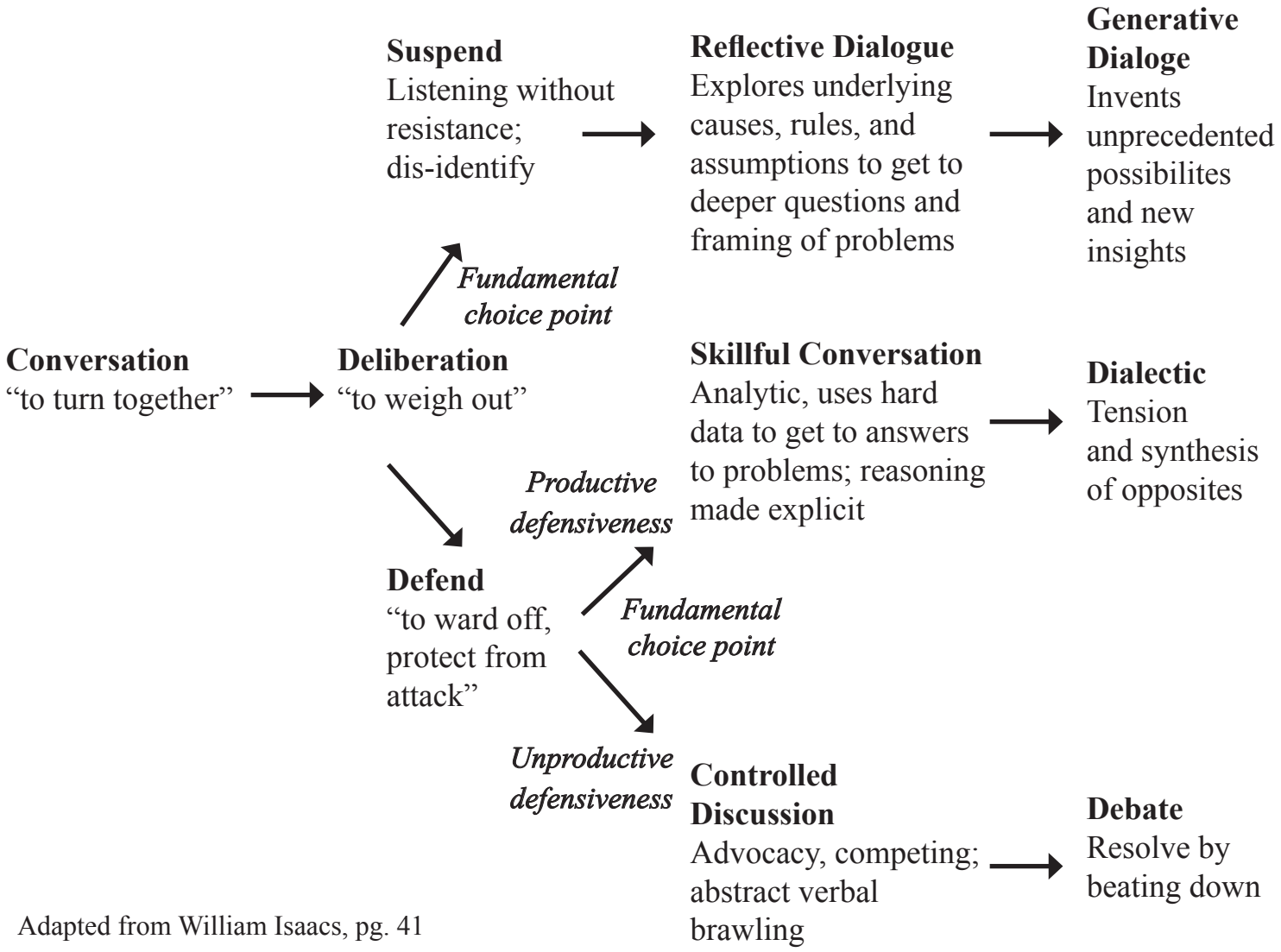

Adapted from William Isaacs, pg. 41