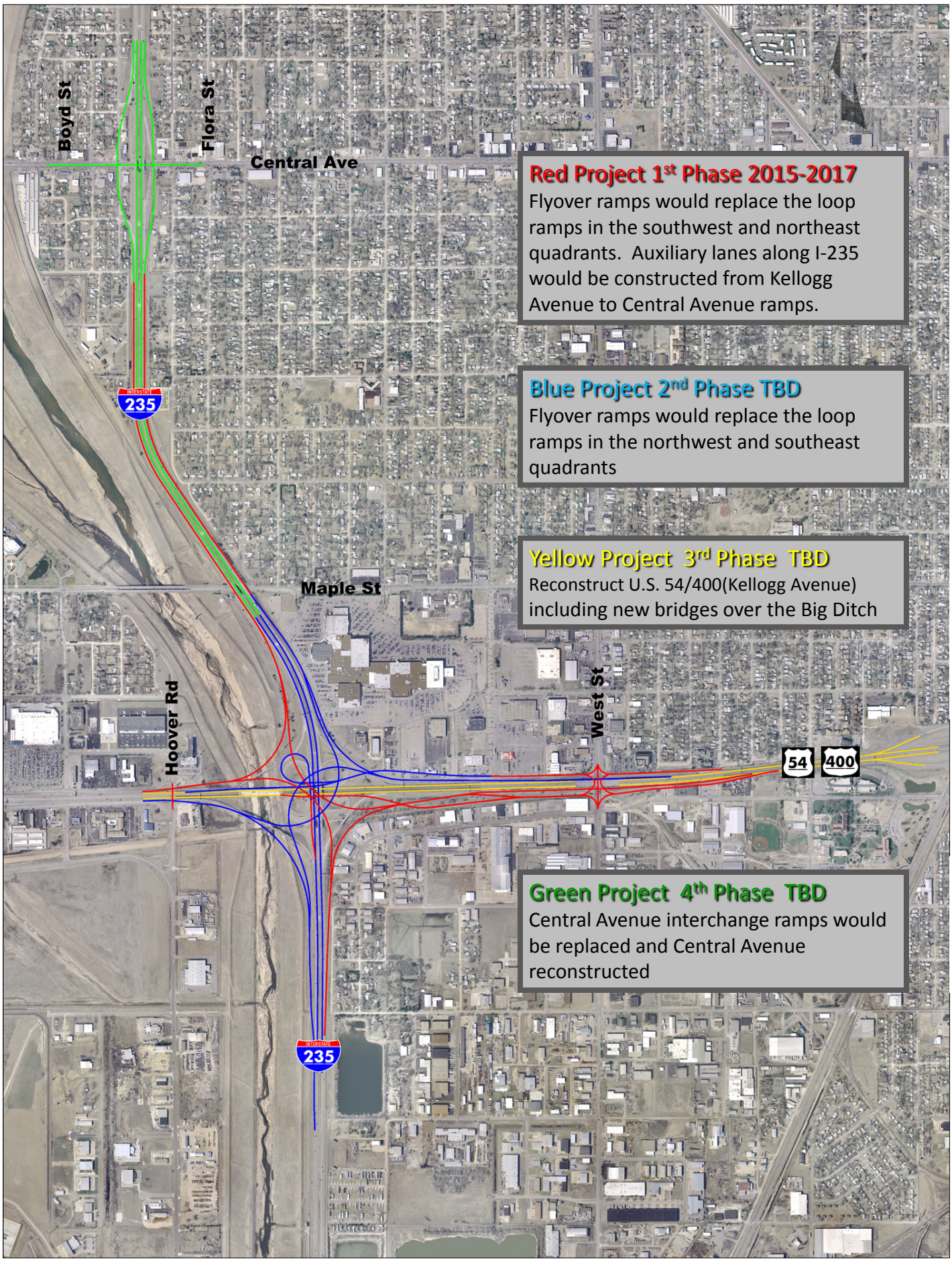Phasing Plan