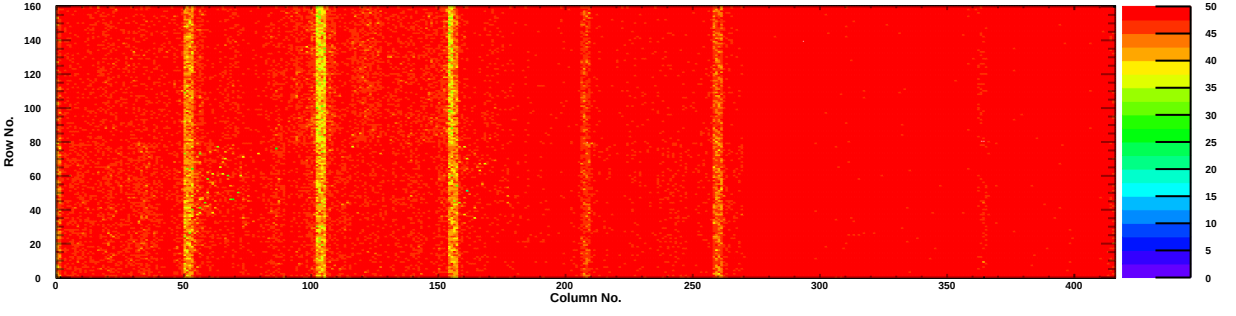HR Efficiency Map 150