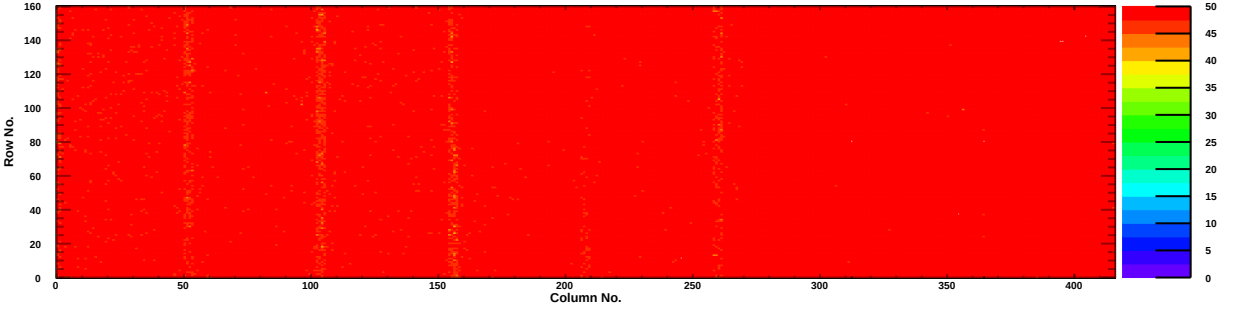HR Efficiency Map 100