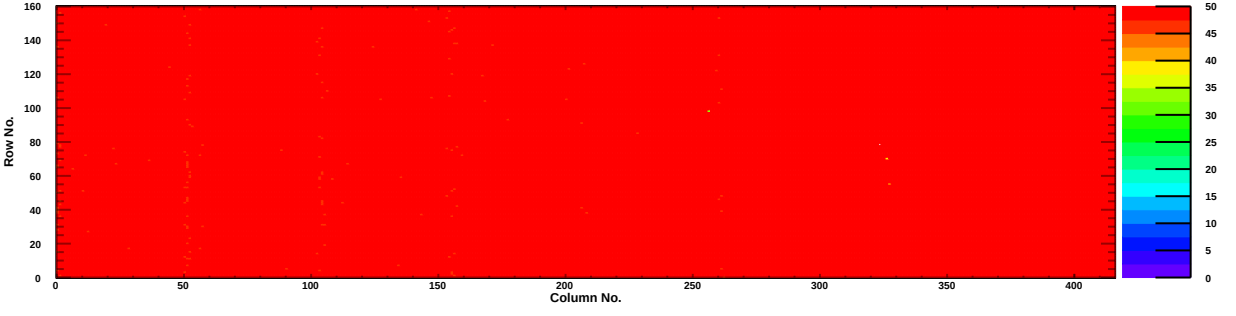HR Efficiency Map 75