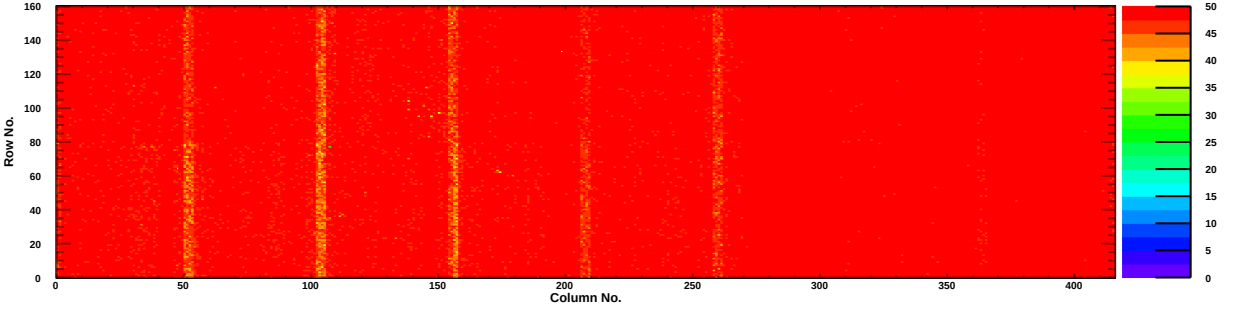HR Efficiency Map 200