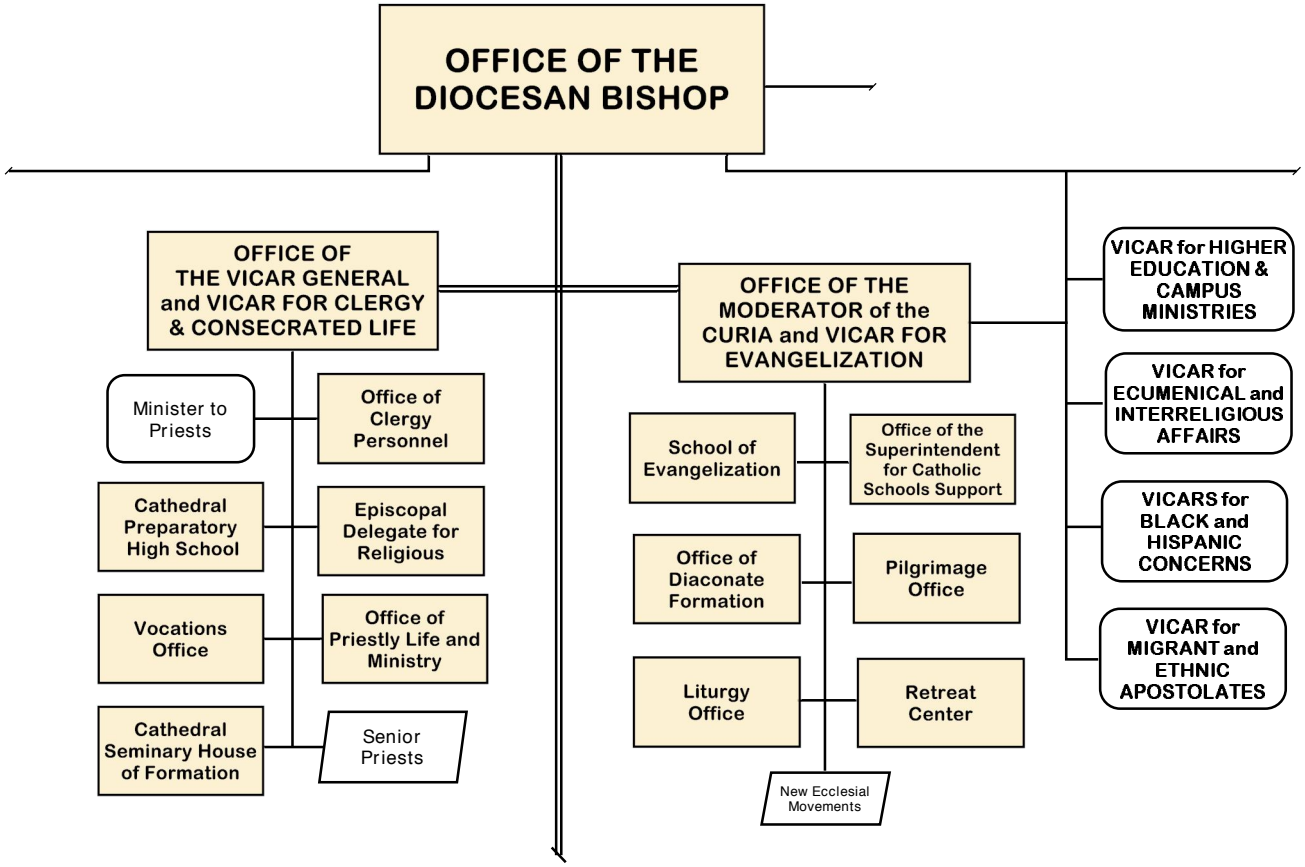Jan. '14 Major Changes