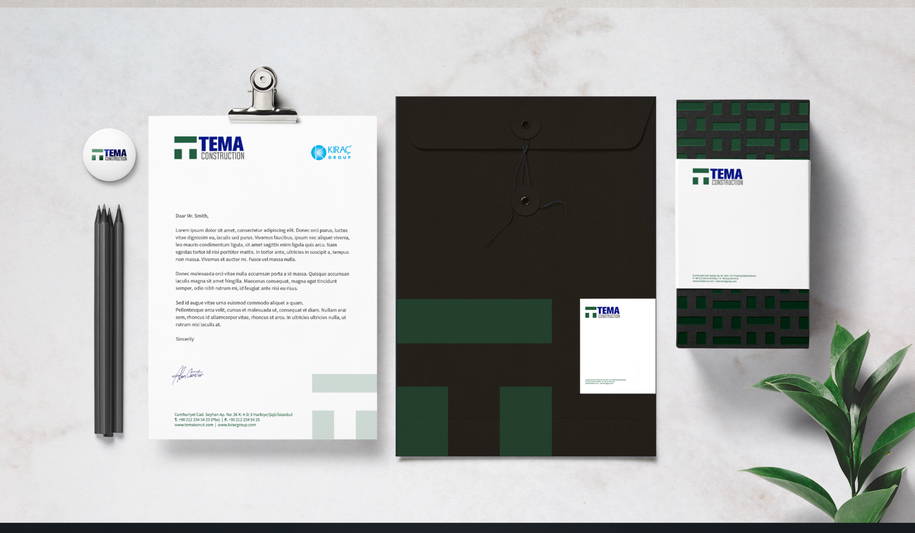TEMA CONSTRUCTION