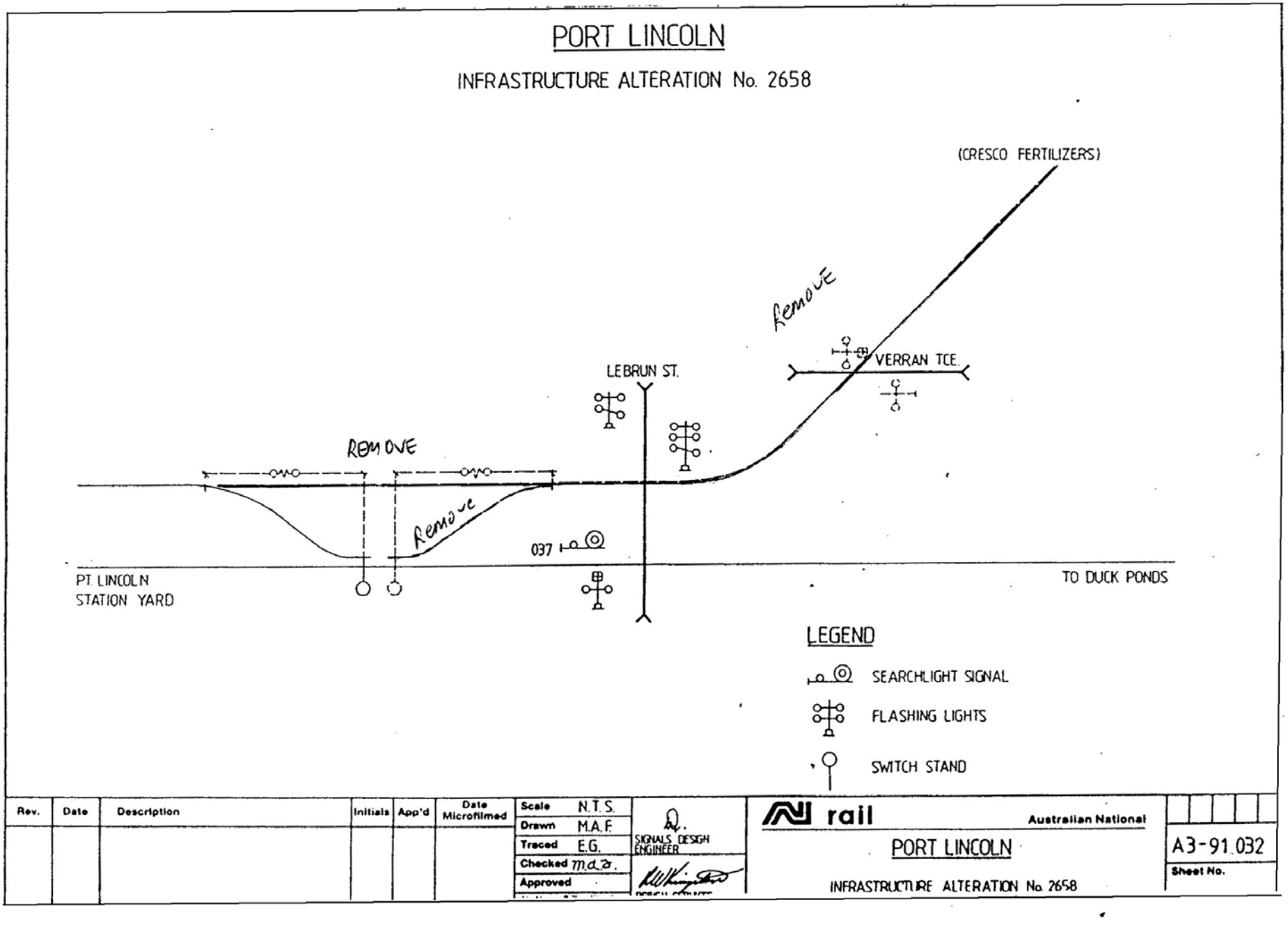Diagram courtesy of Bob Ward