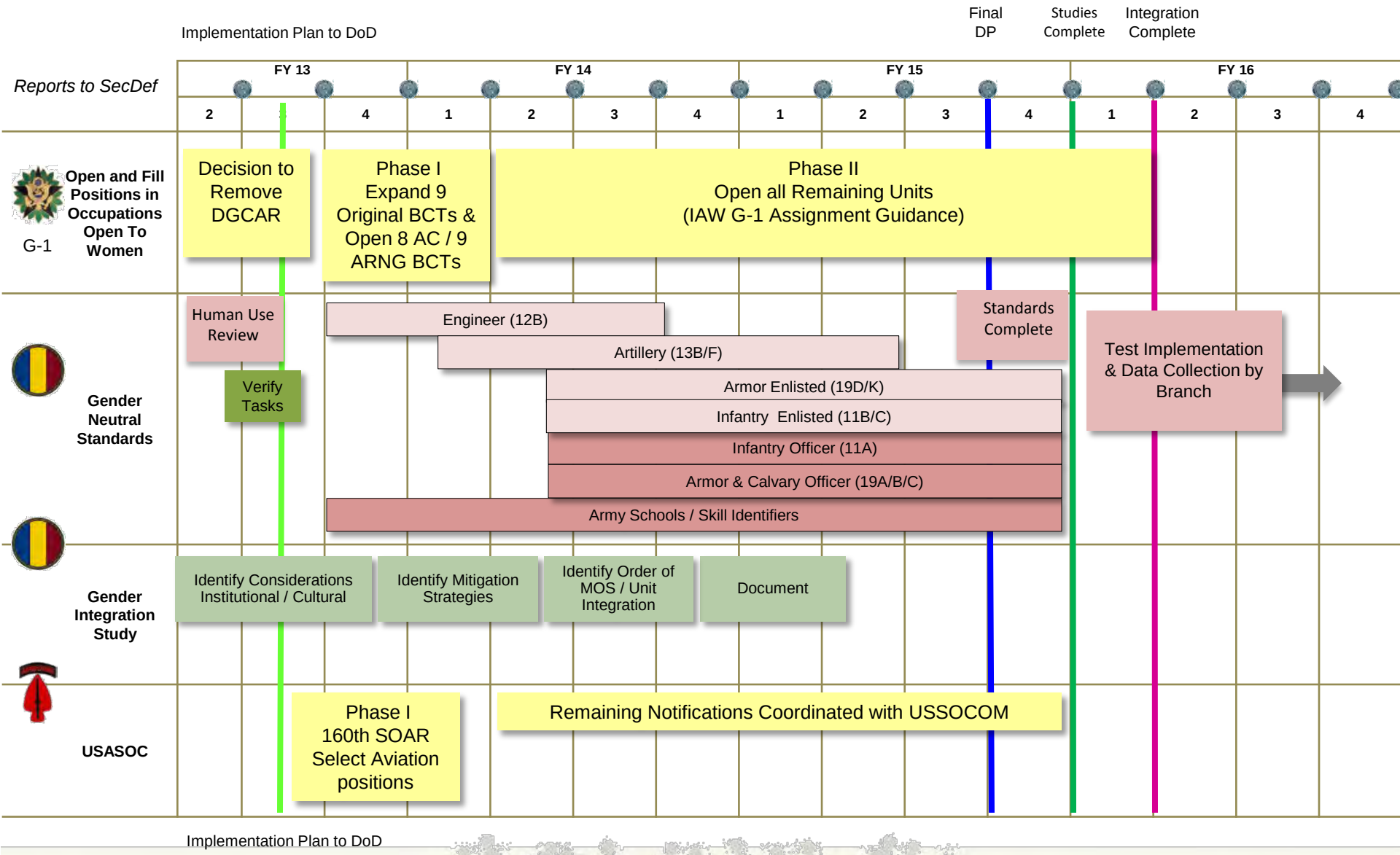Implementation Timeline