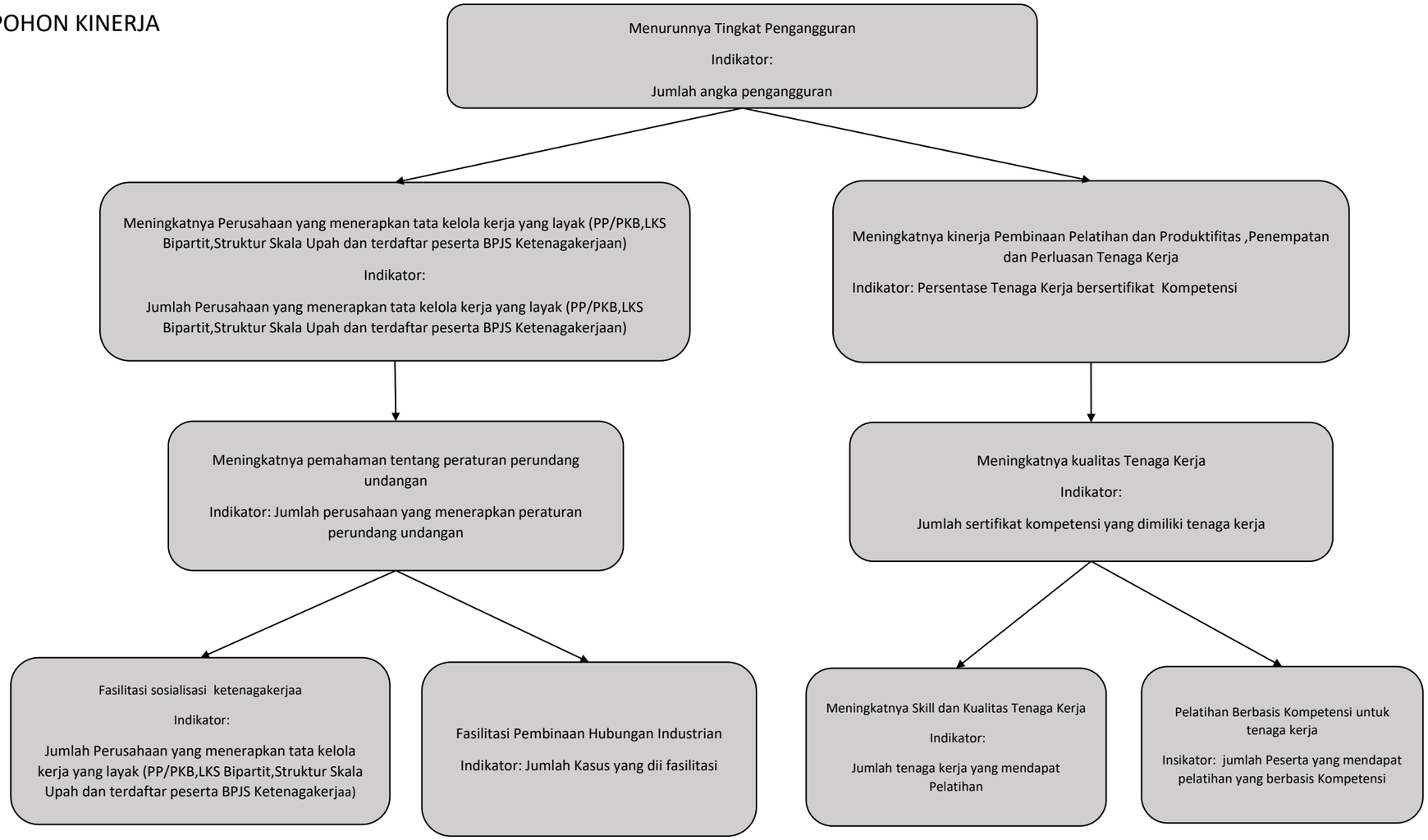POHON KINERJA