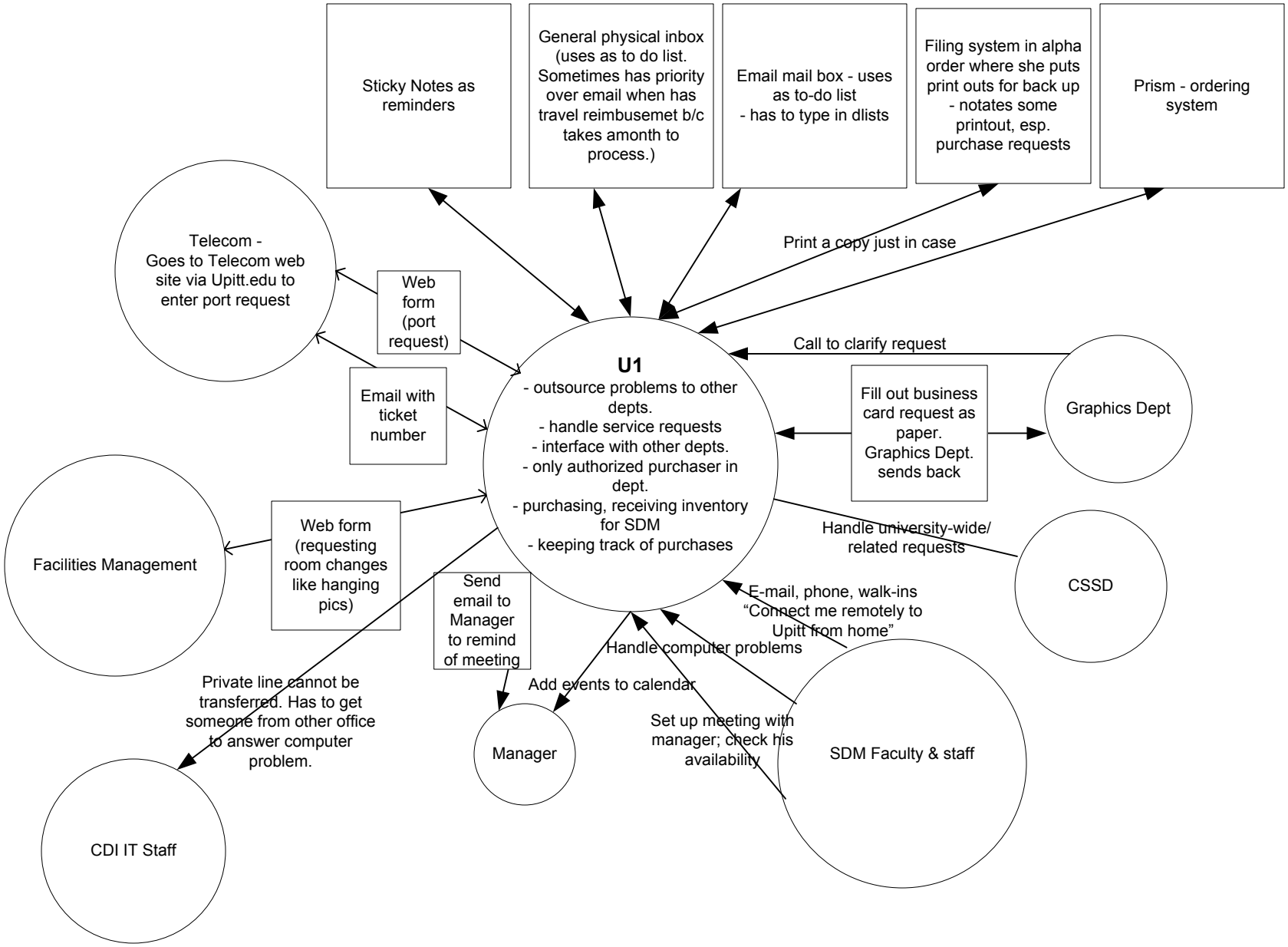U1: Work Model