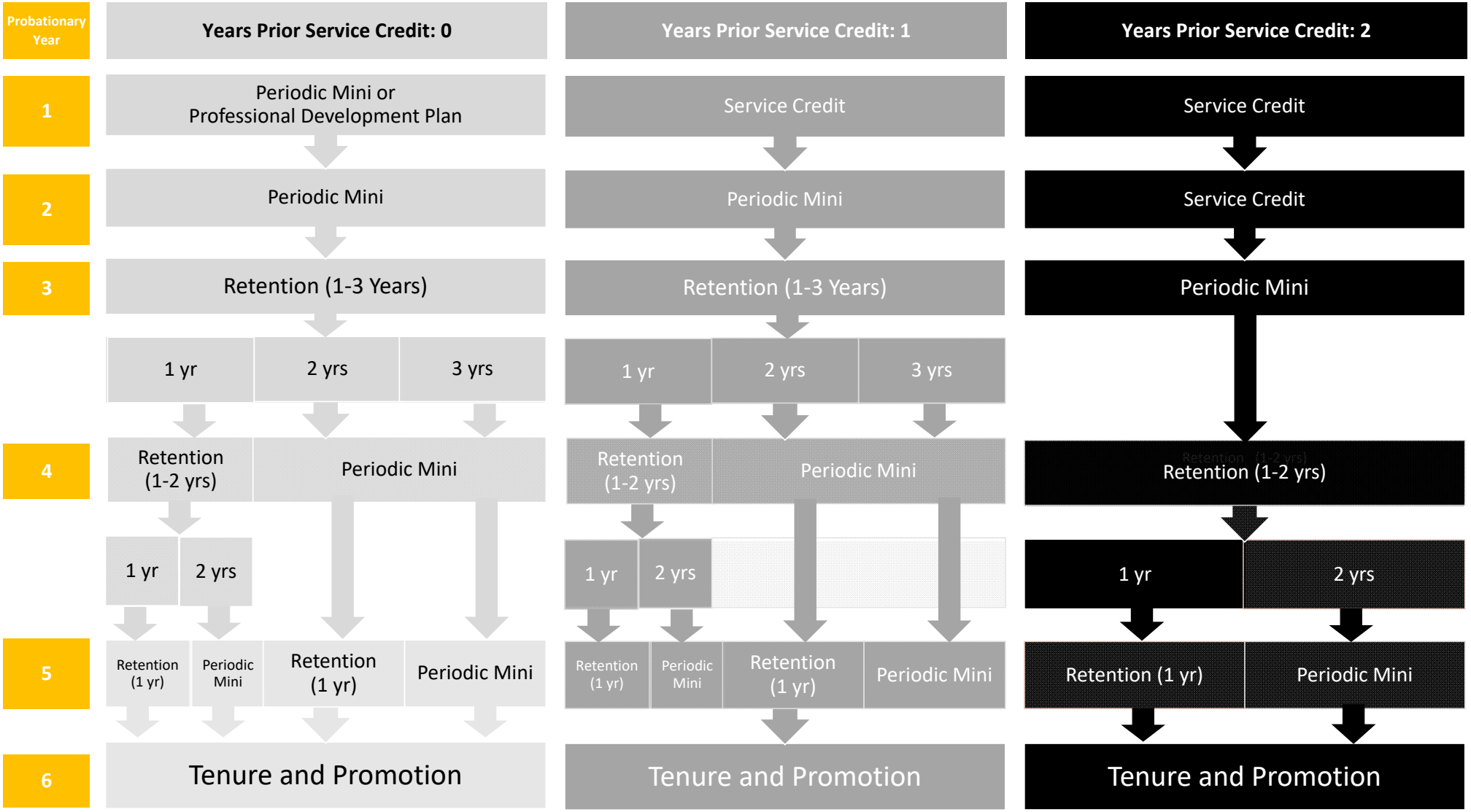Probationary Review Map