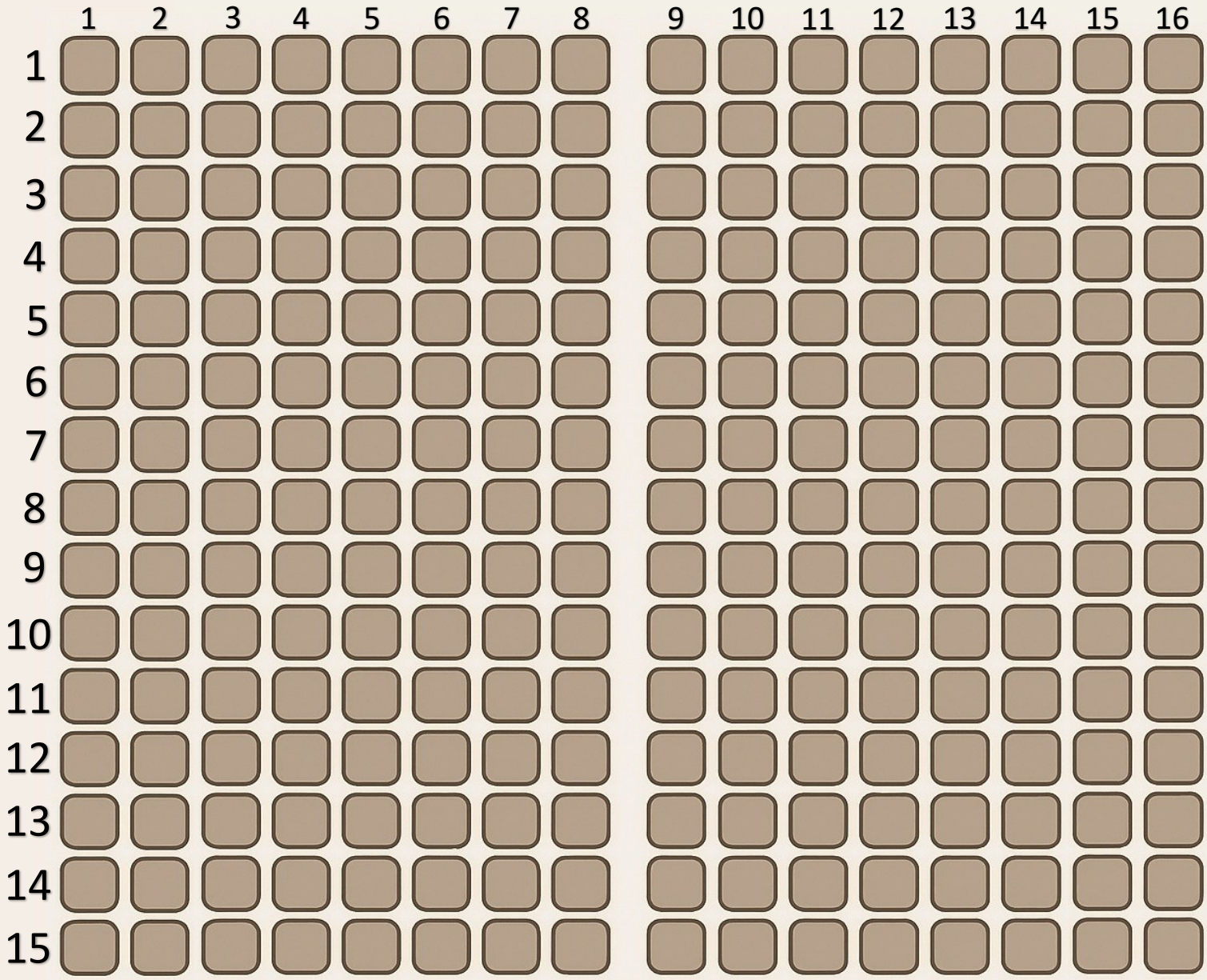PÓDIUM