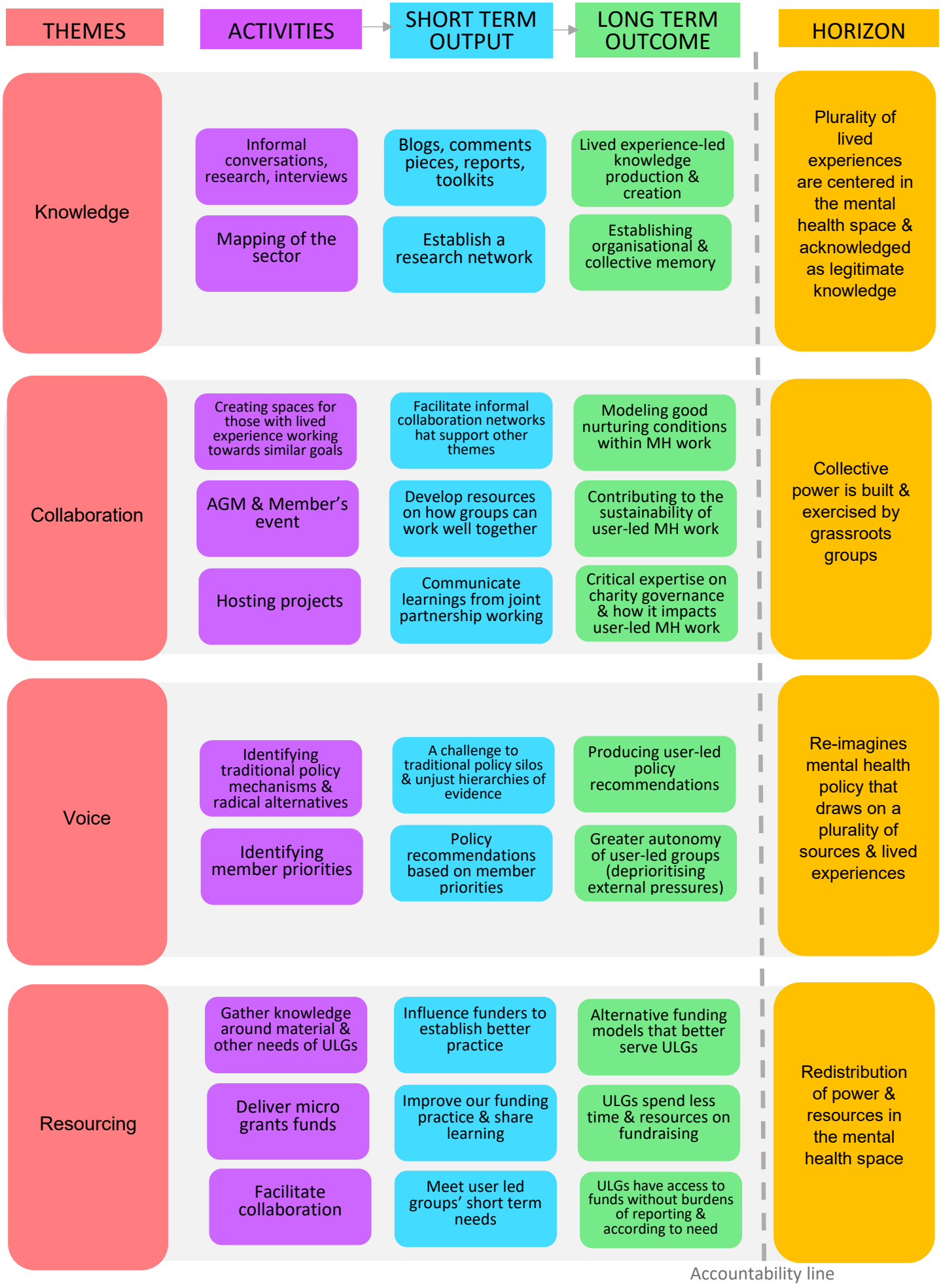NSUN THEORY OF CHANGE