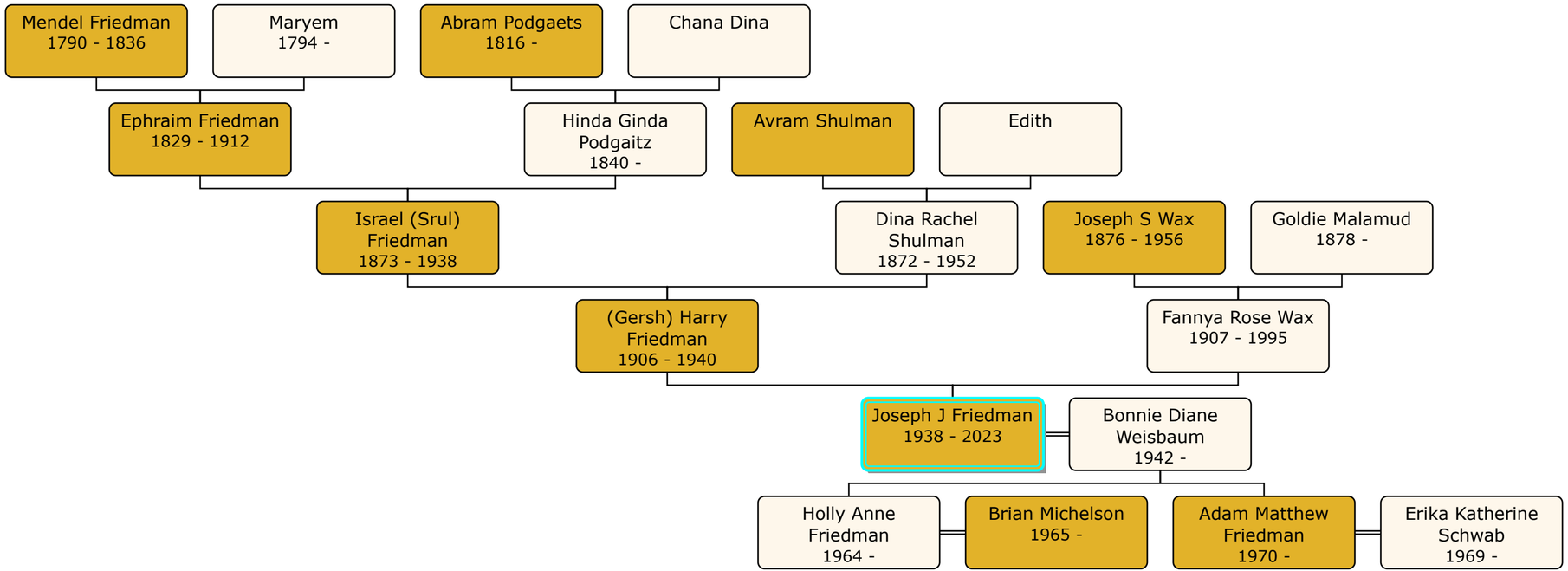**Hourglass Chart for Joseph J Friedman**