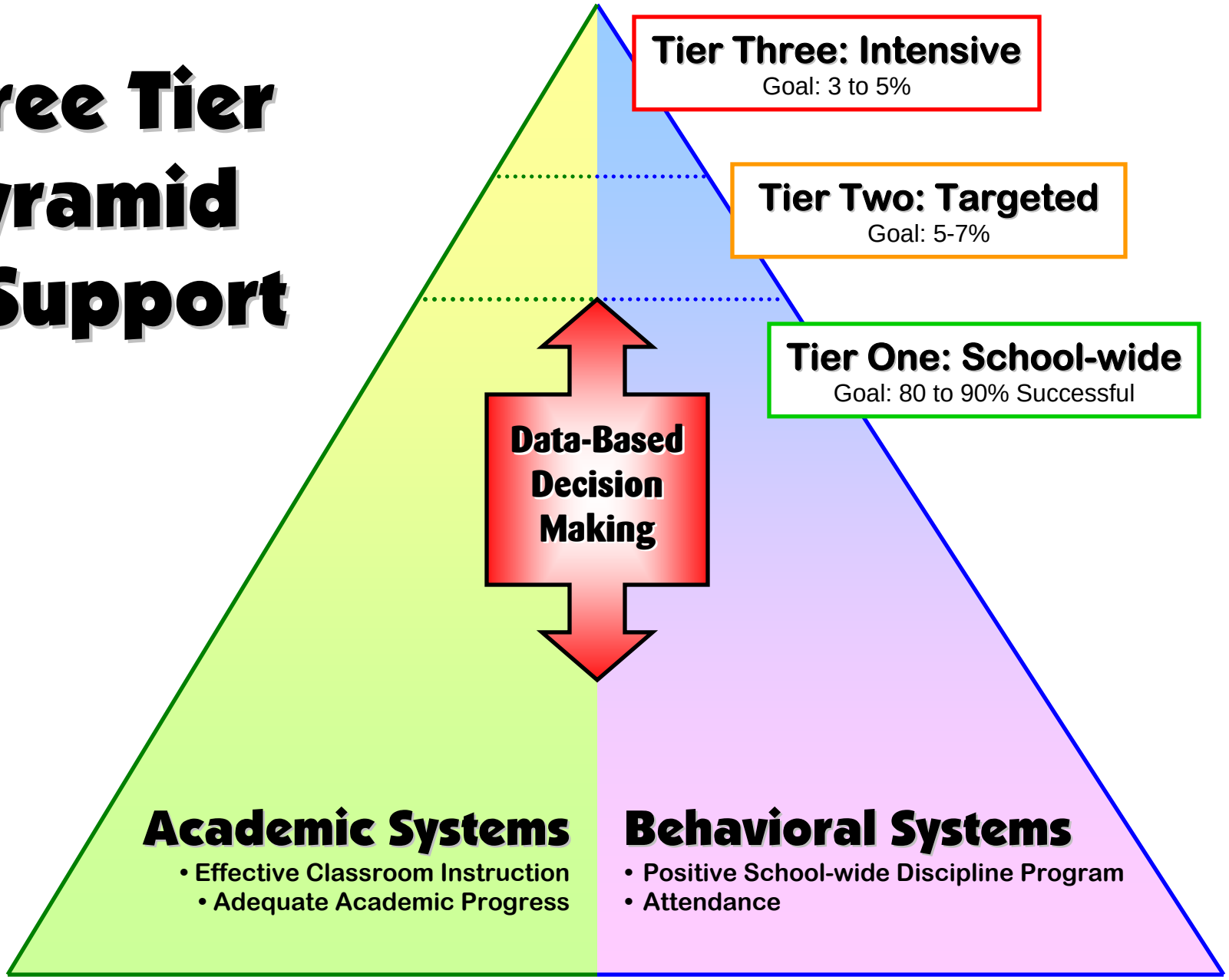Three Tier Pyramid of Support