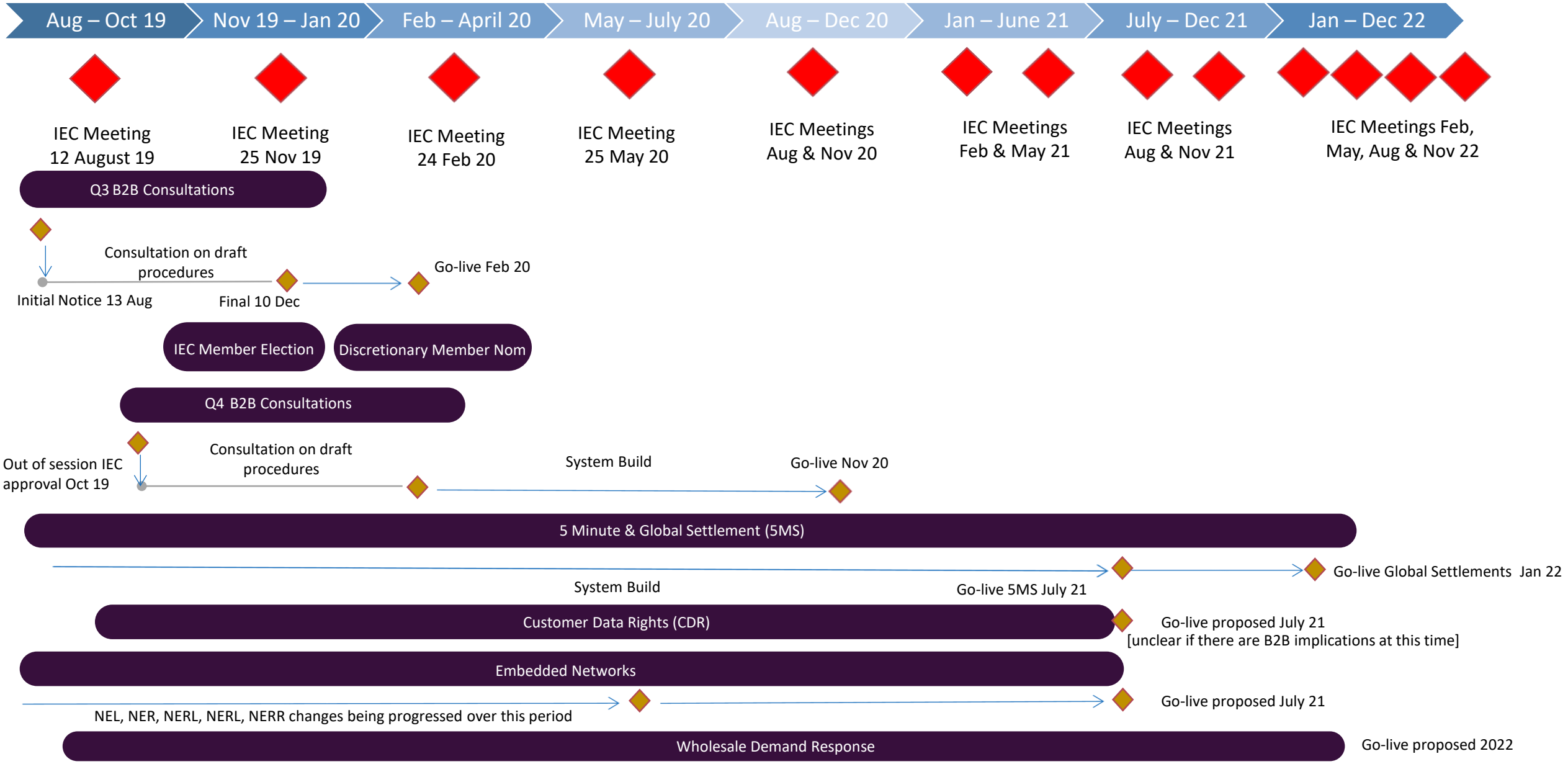IEC Forward Work Program