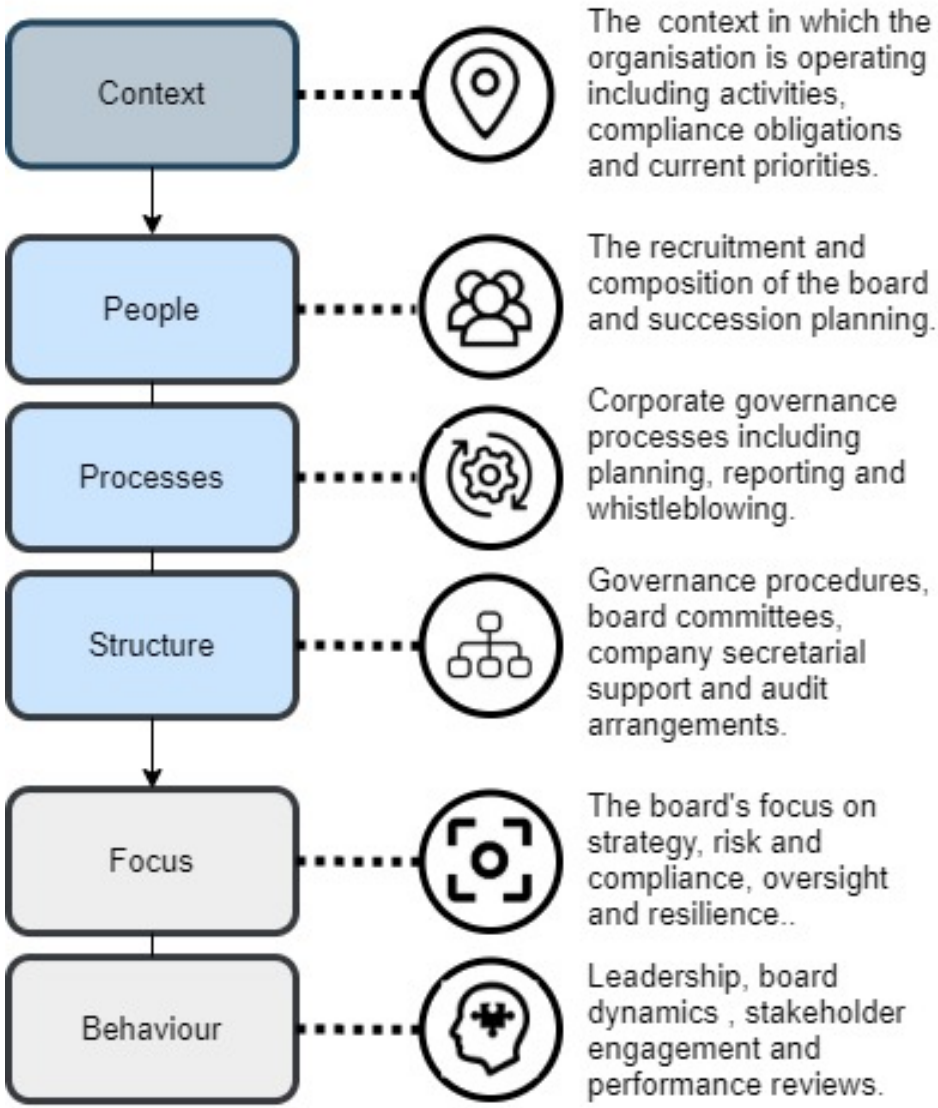Board Effectiveness