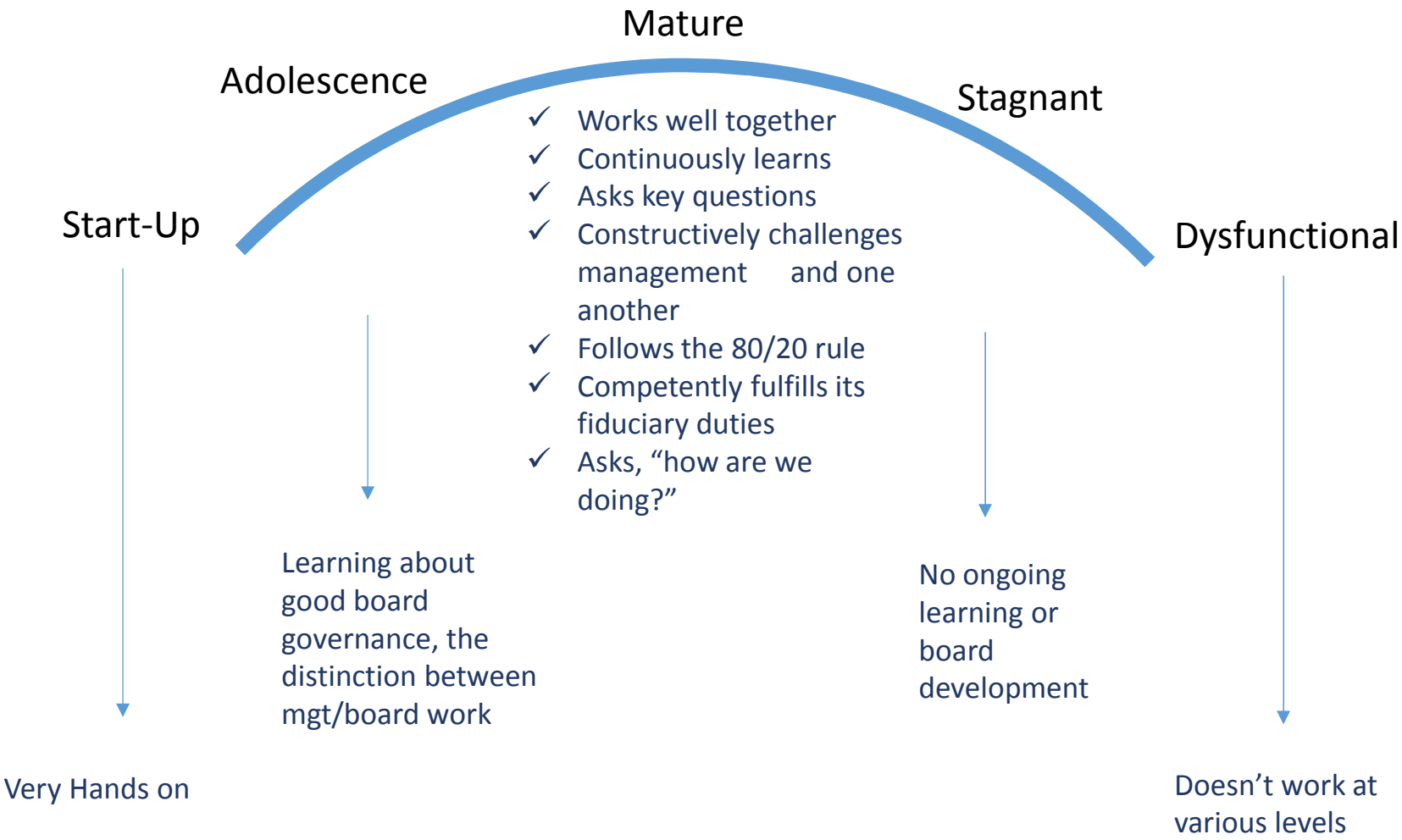Board Development Stages