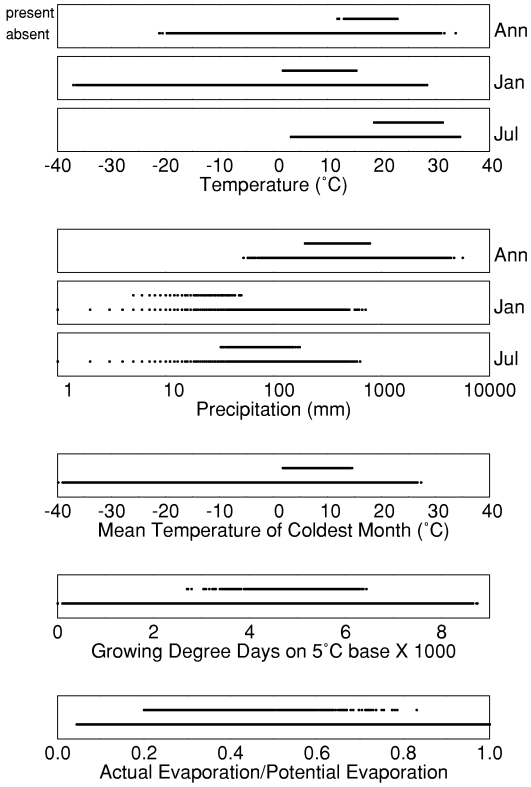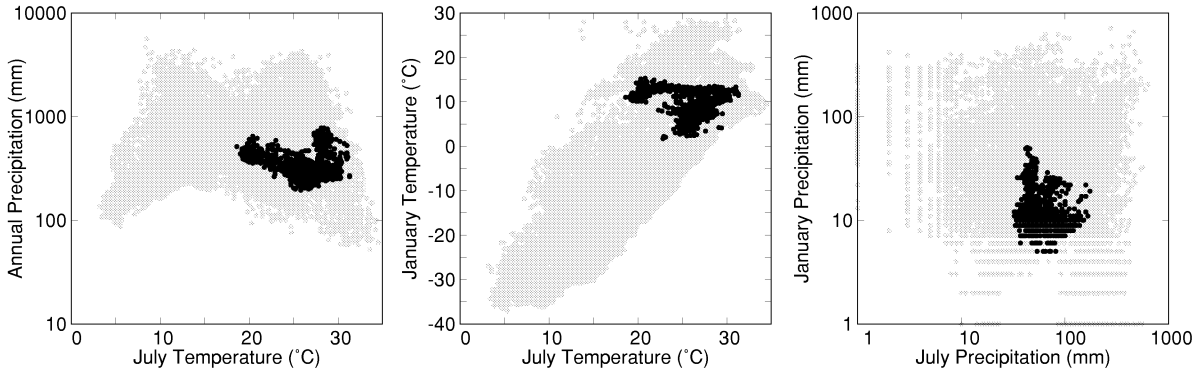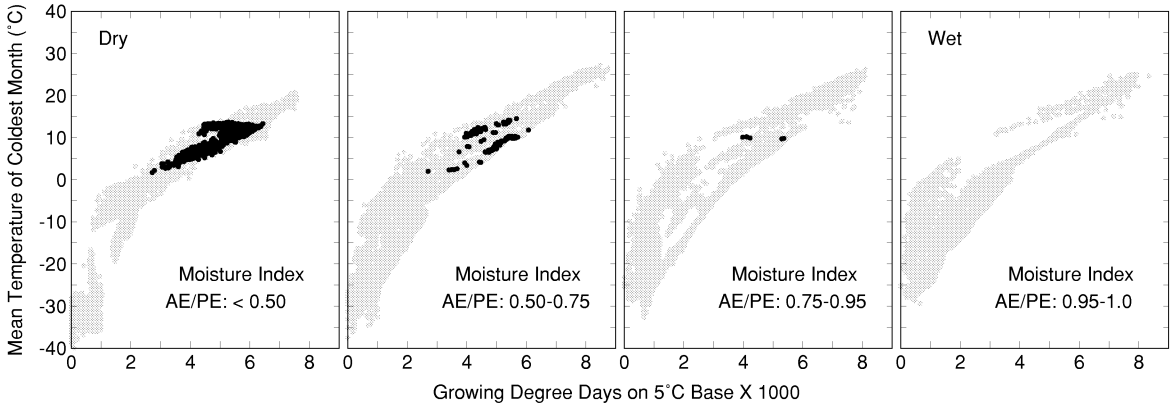Rhus microphylla