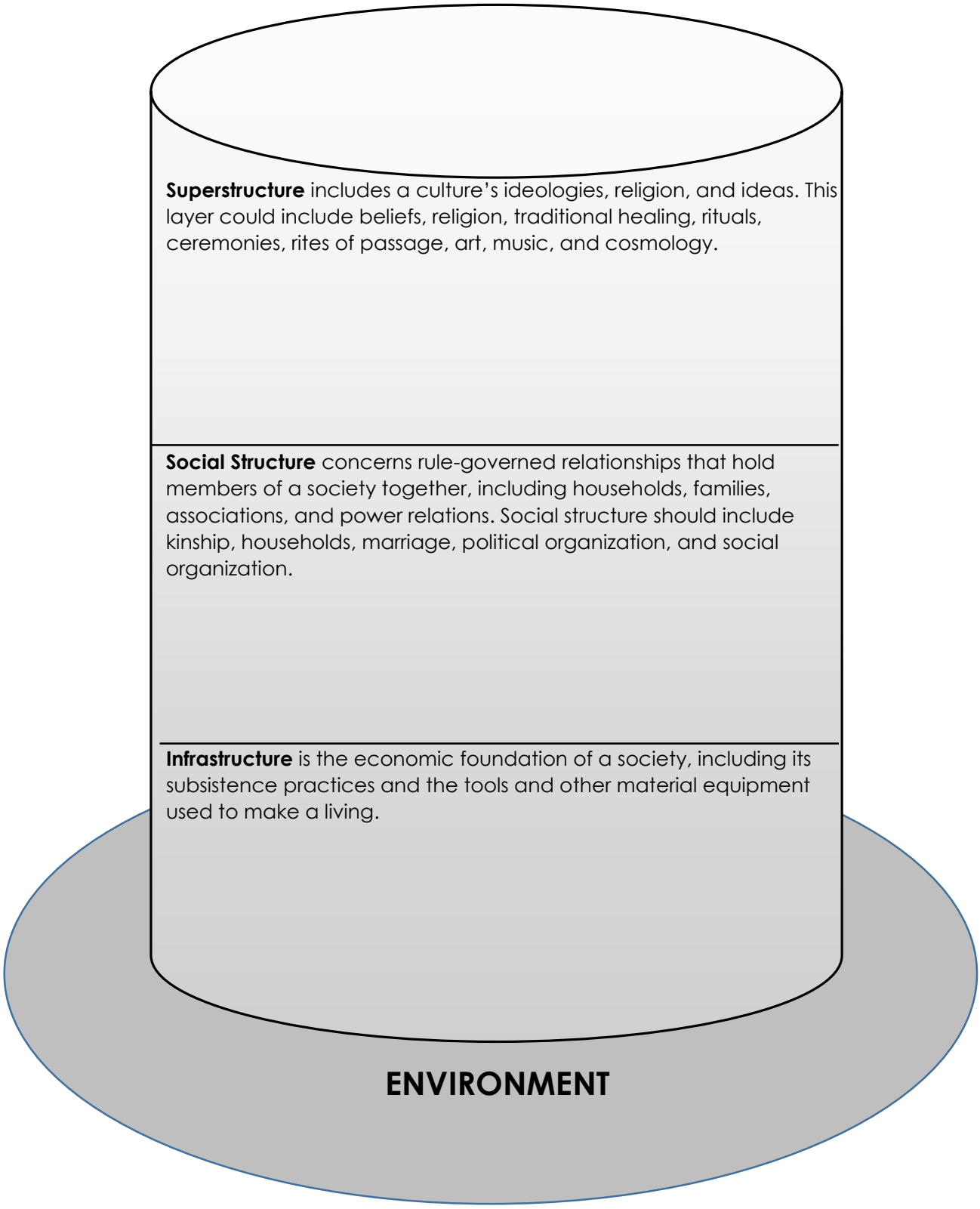The Barrel Model of Culture