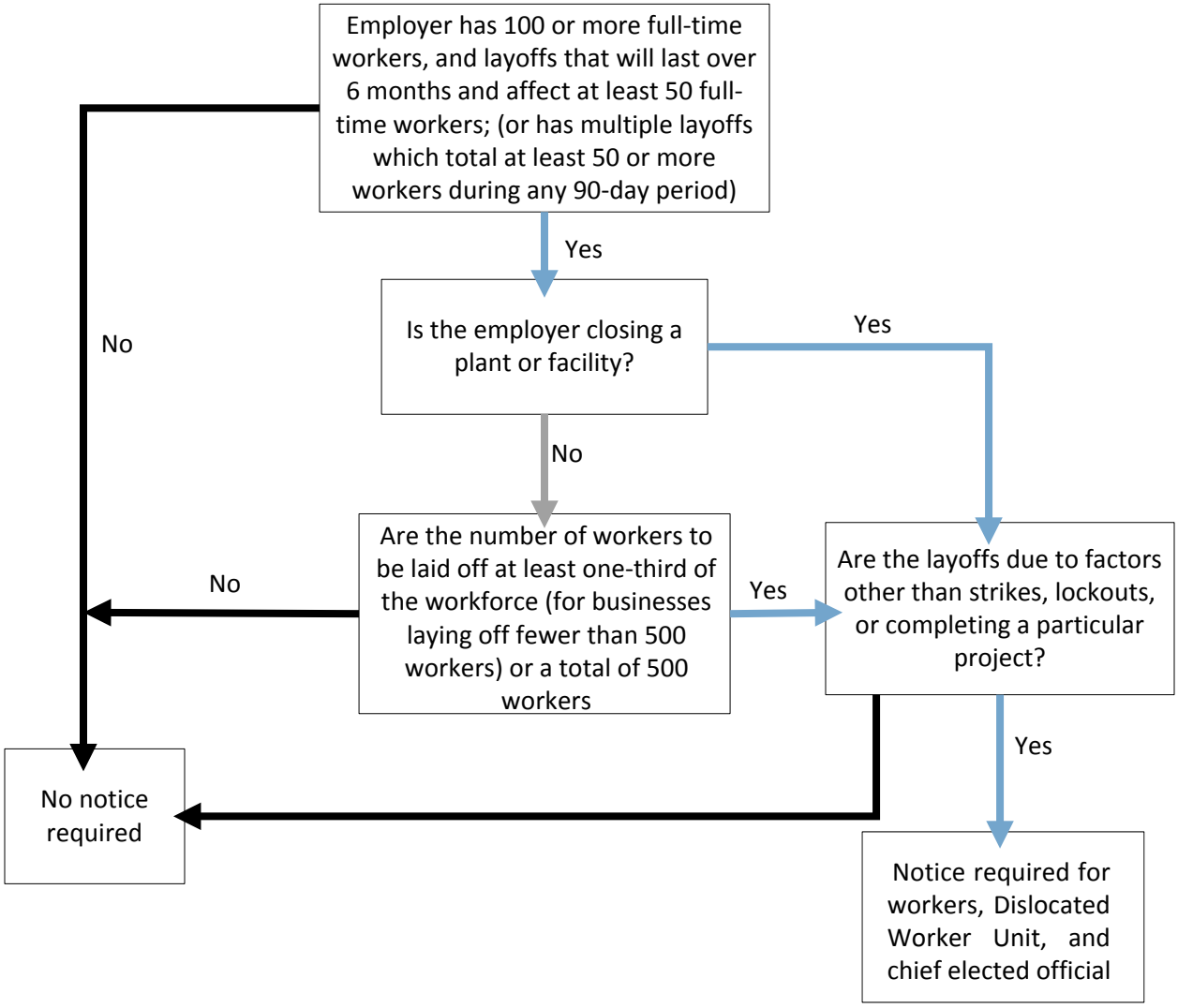When is a WARN required?