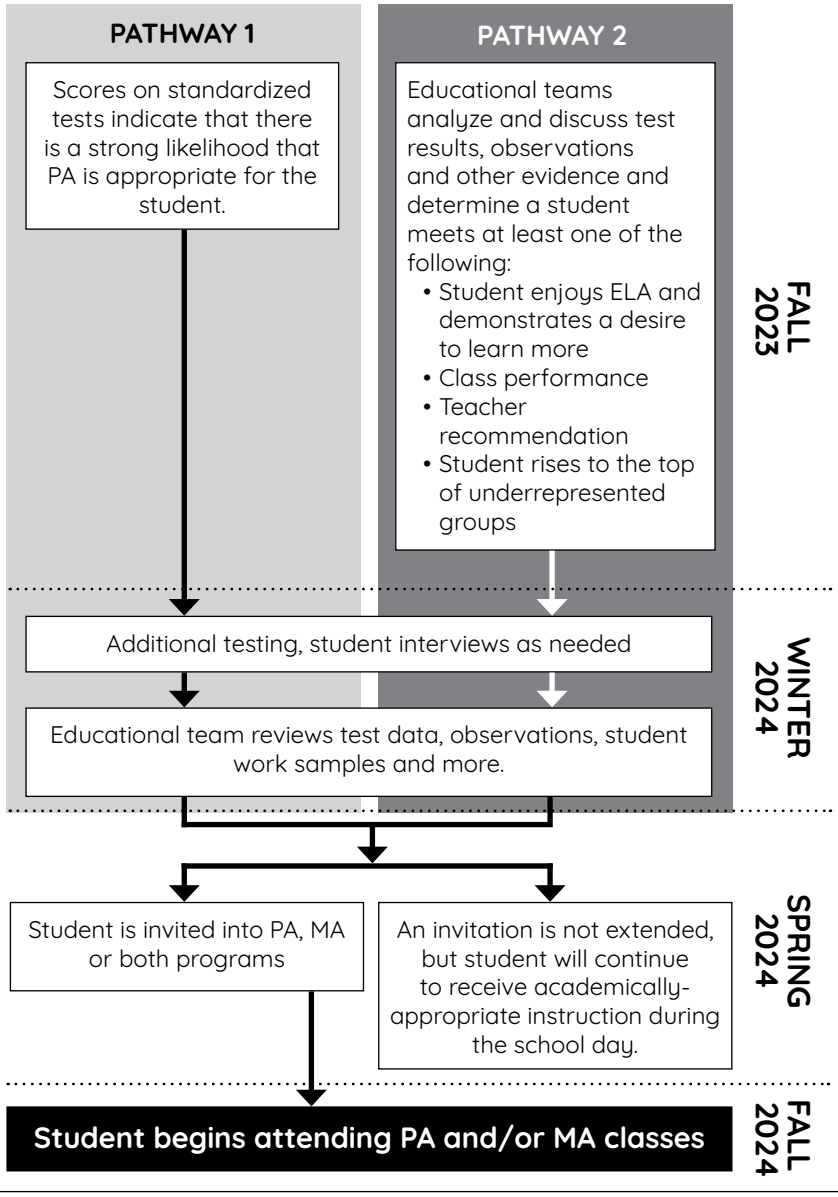PA and MA qualification process