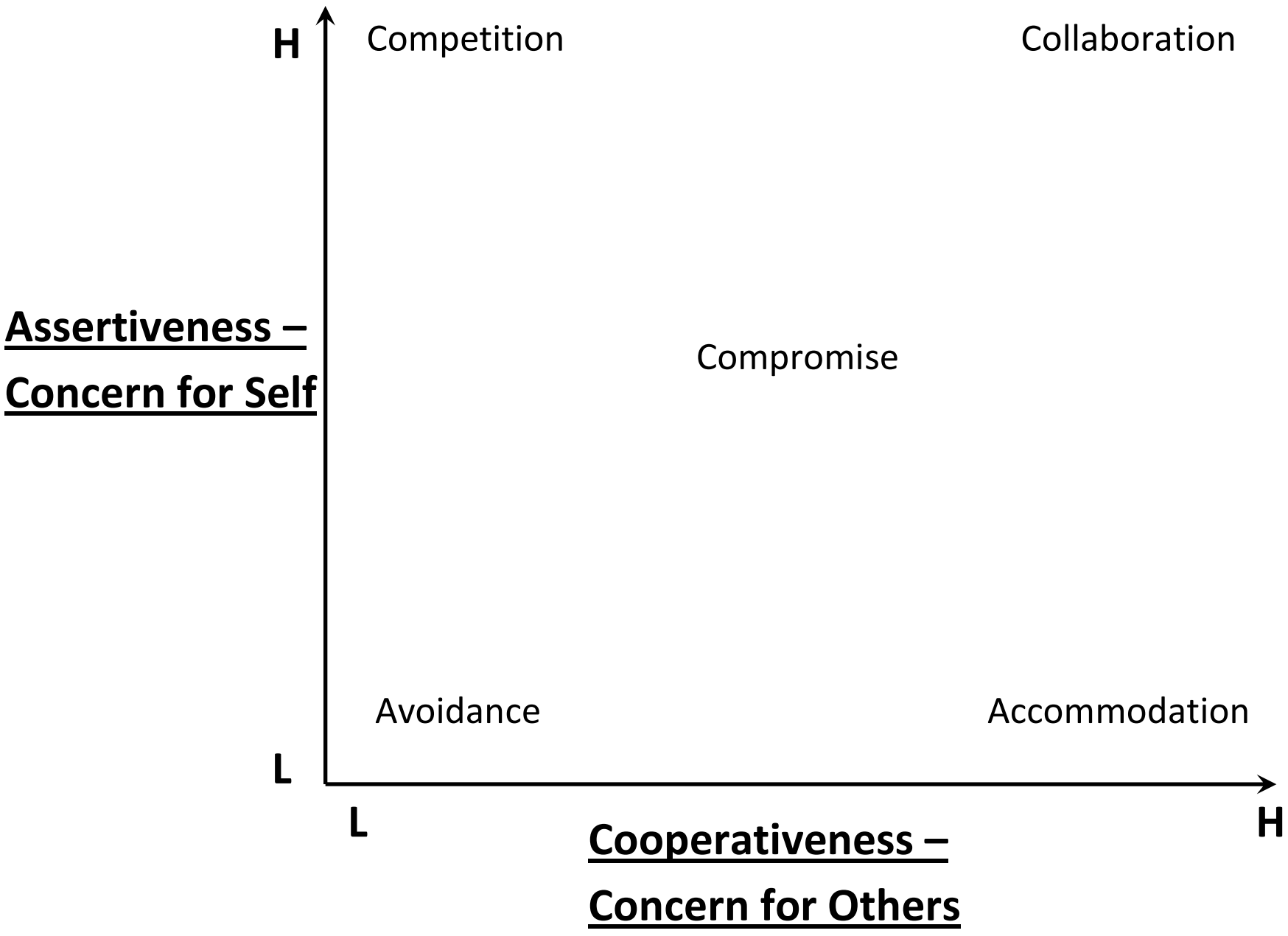Conflict Handling Strategies