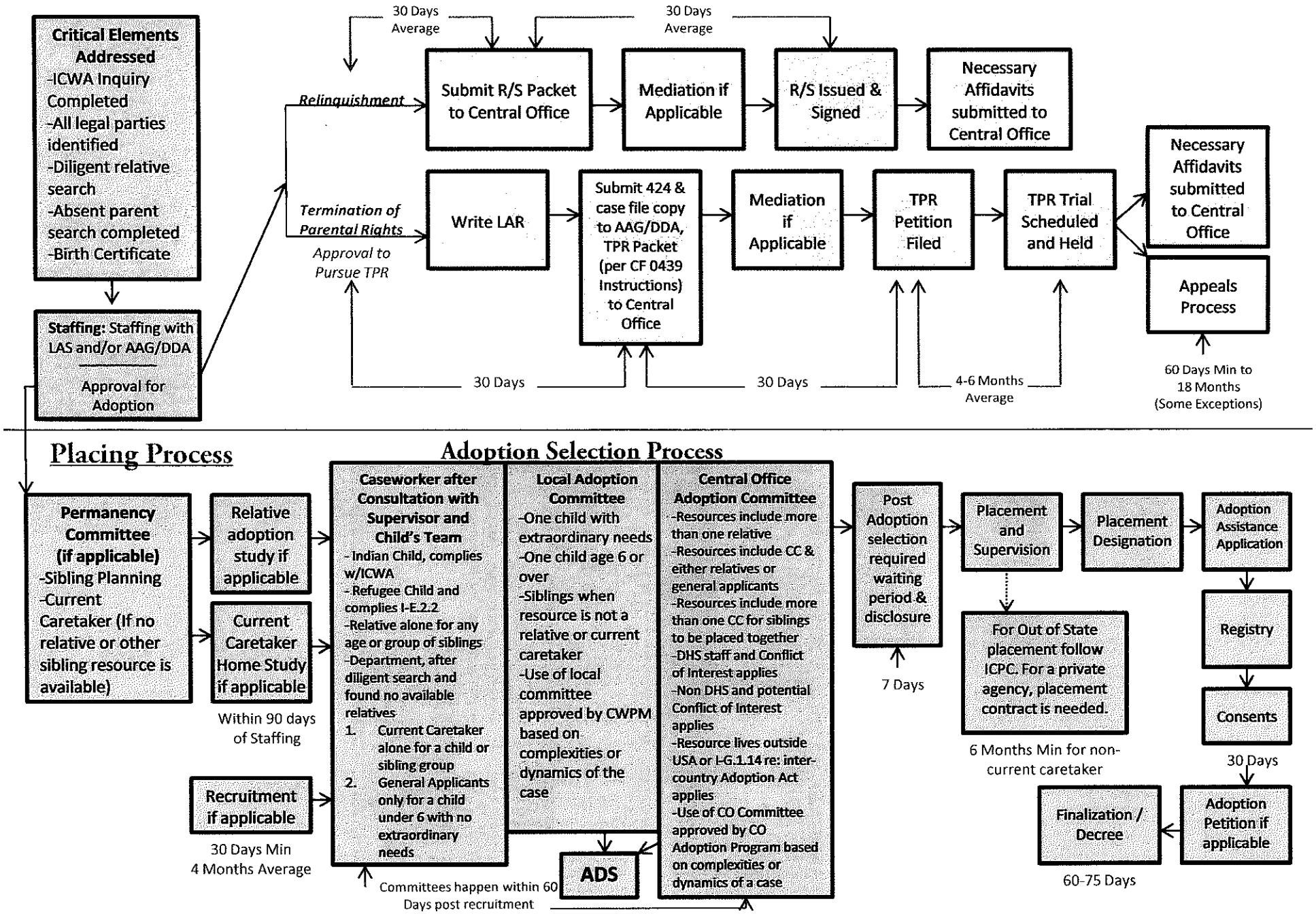Adoption Process Timeline