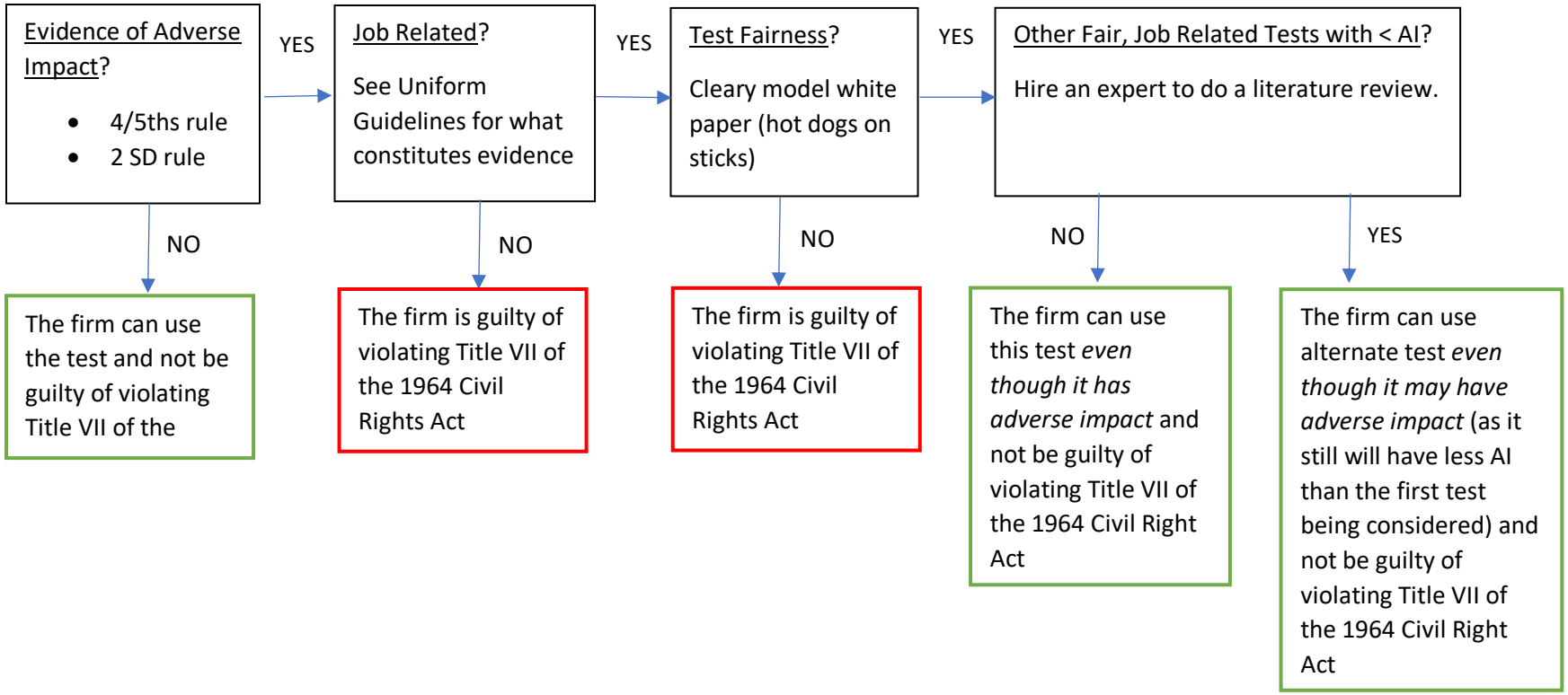Questions that must be answered to defend against a charge of adverse impact