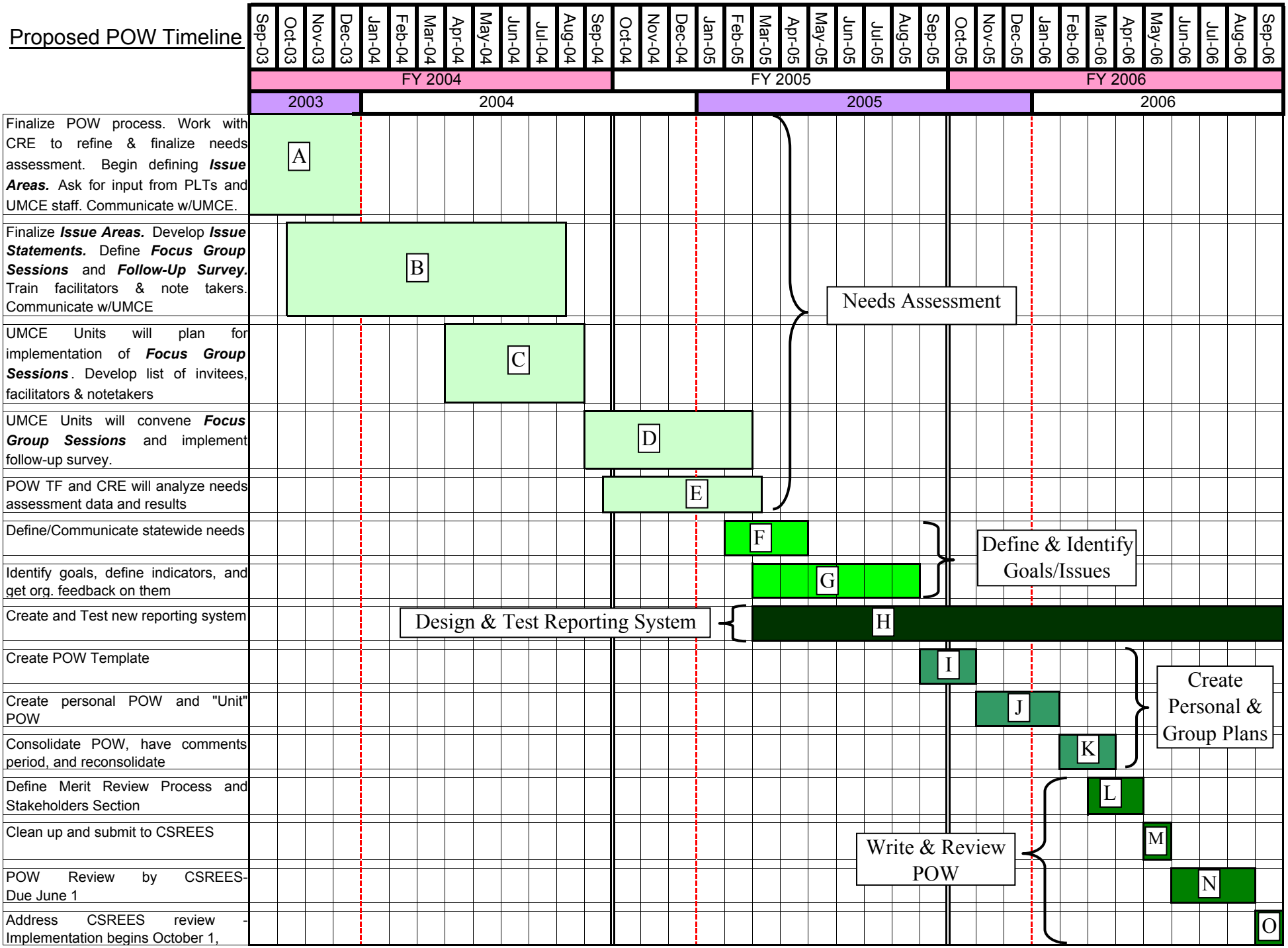Proposed POW Timeline