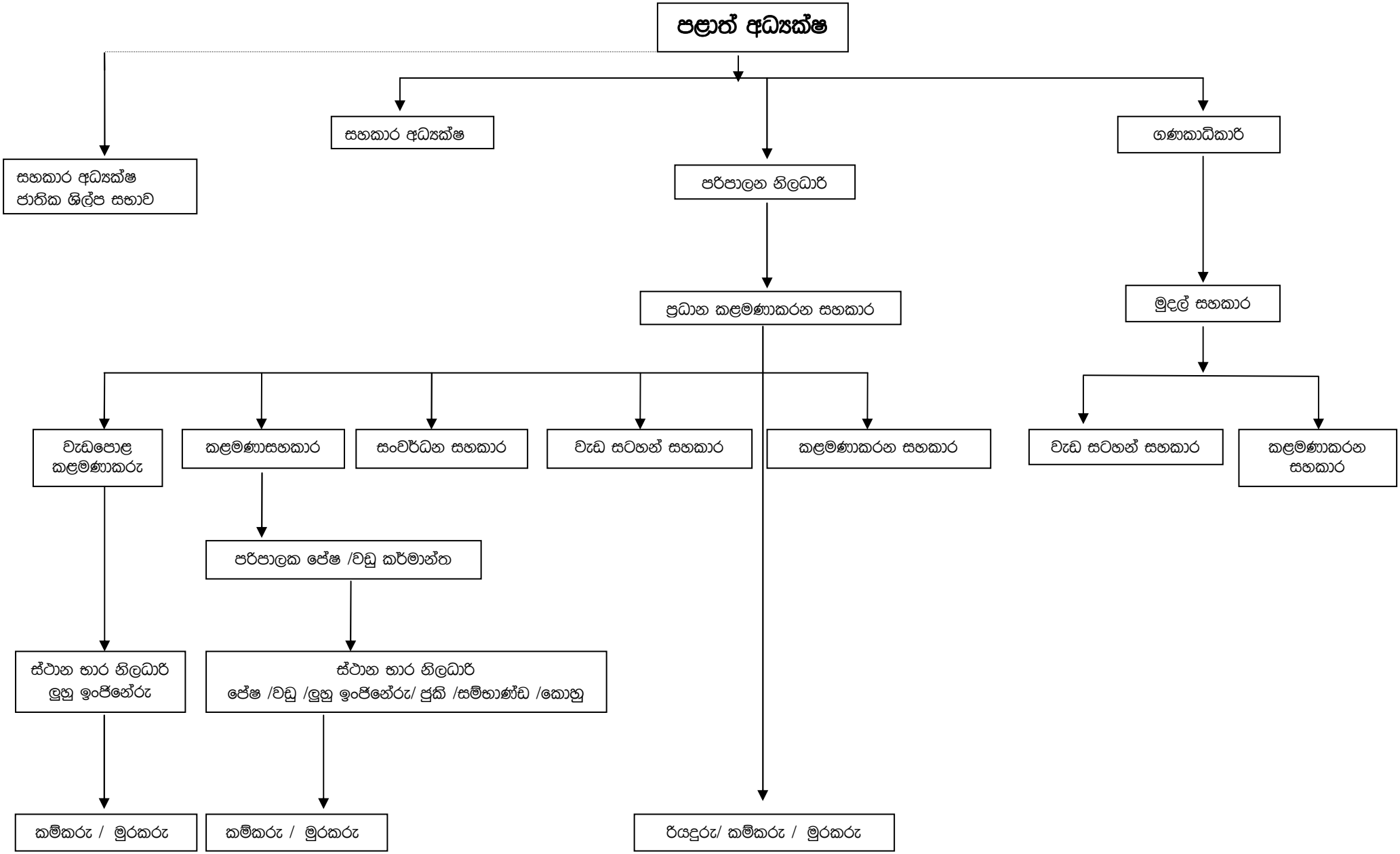සංවිධාන ව්‍යුහය - කර්මාන්ත සංවර්ධන