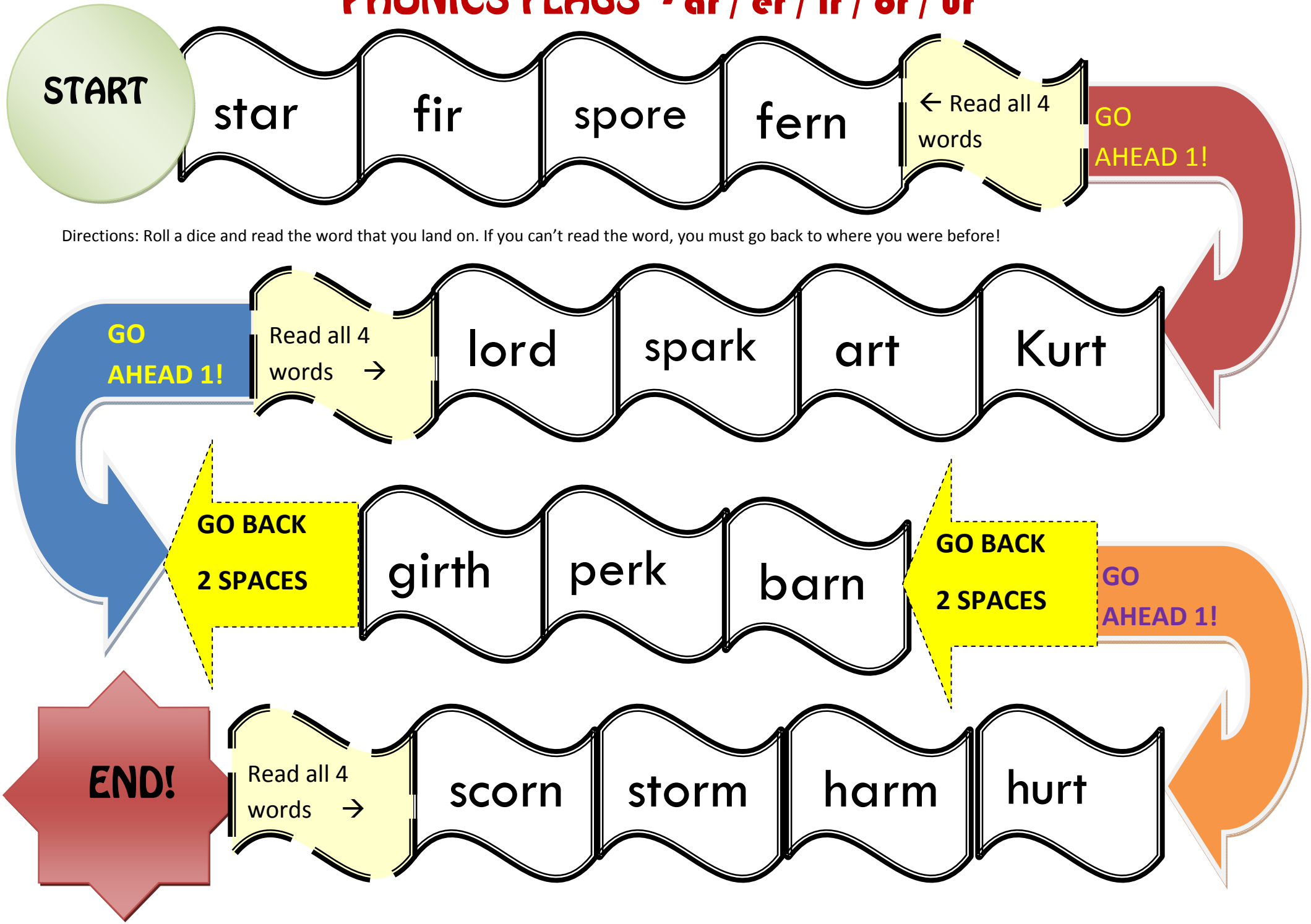PHONICS FLAGS - ar / er / ir / or / ur