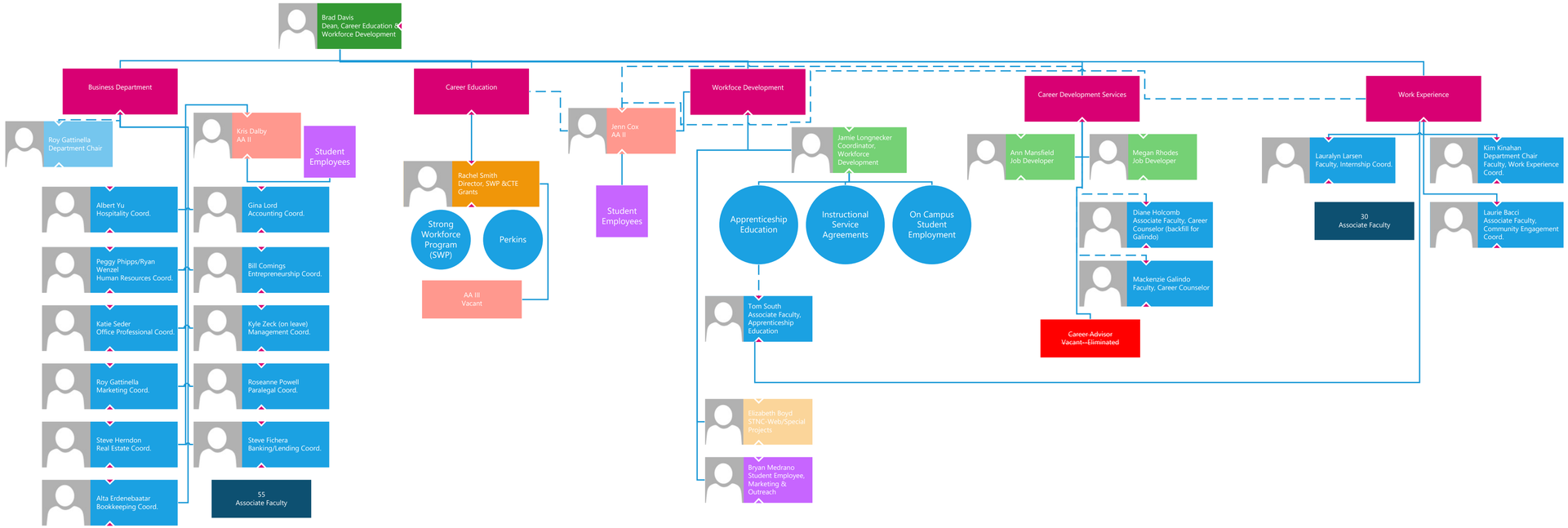Business & Career Development