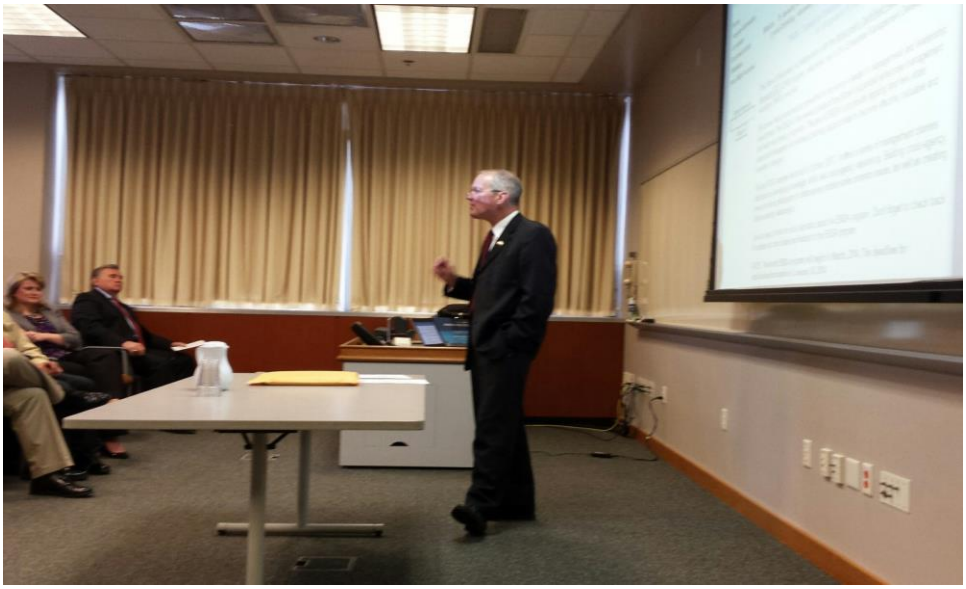Employee Development