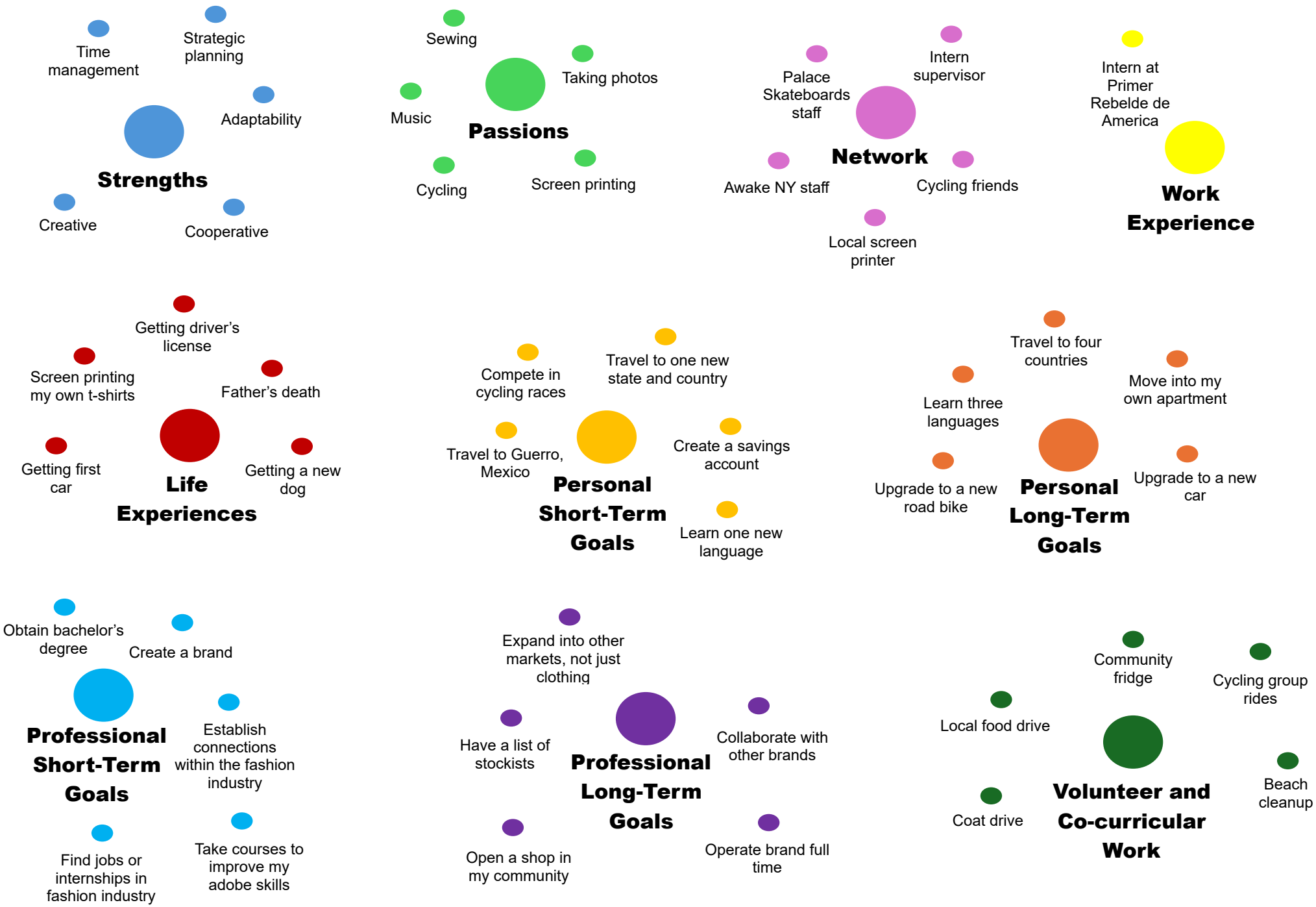Career Mapping