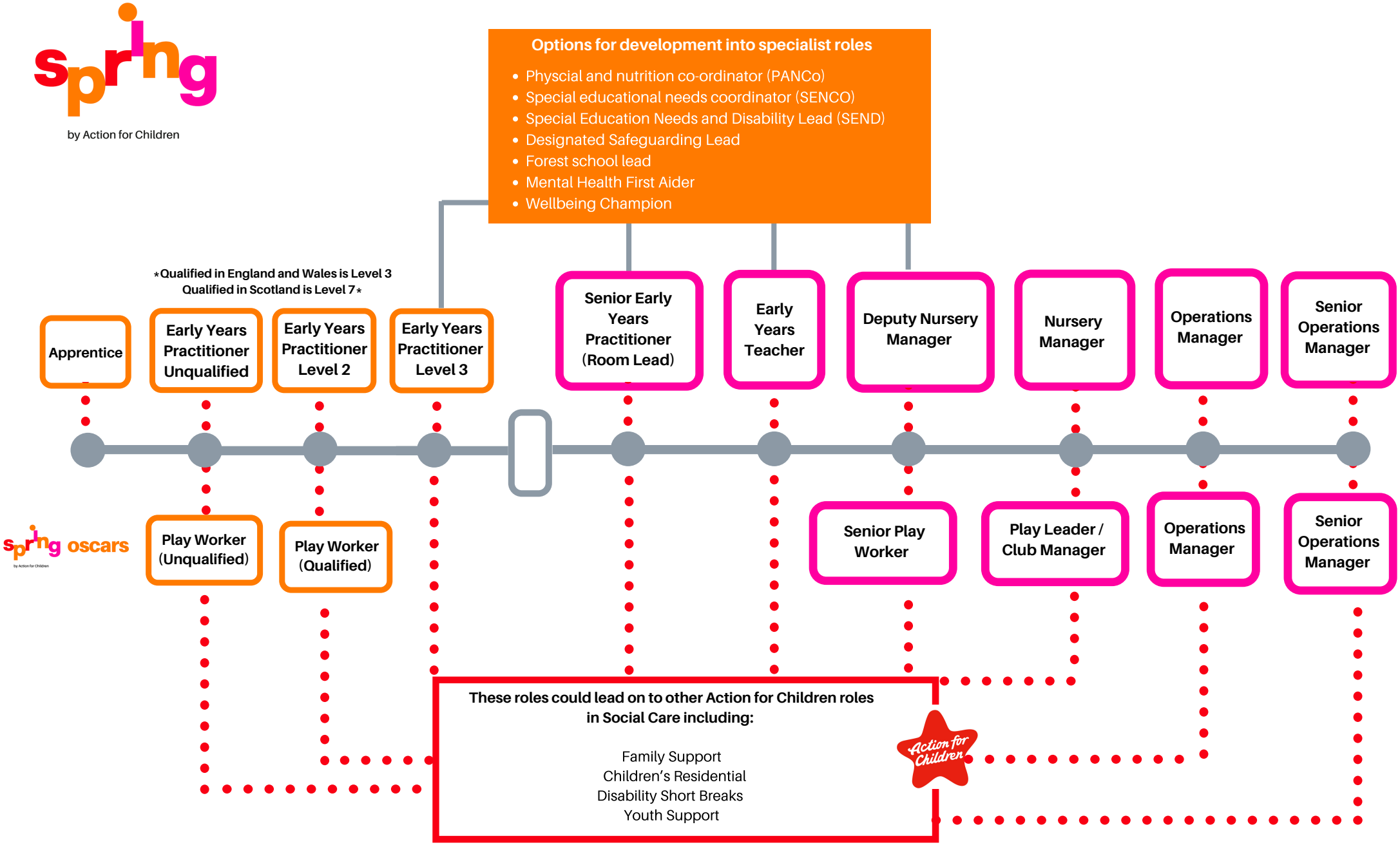Career Progression Map