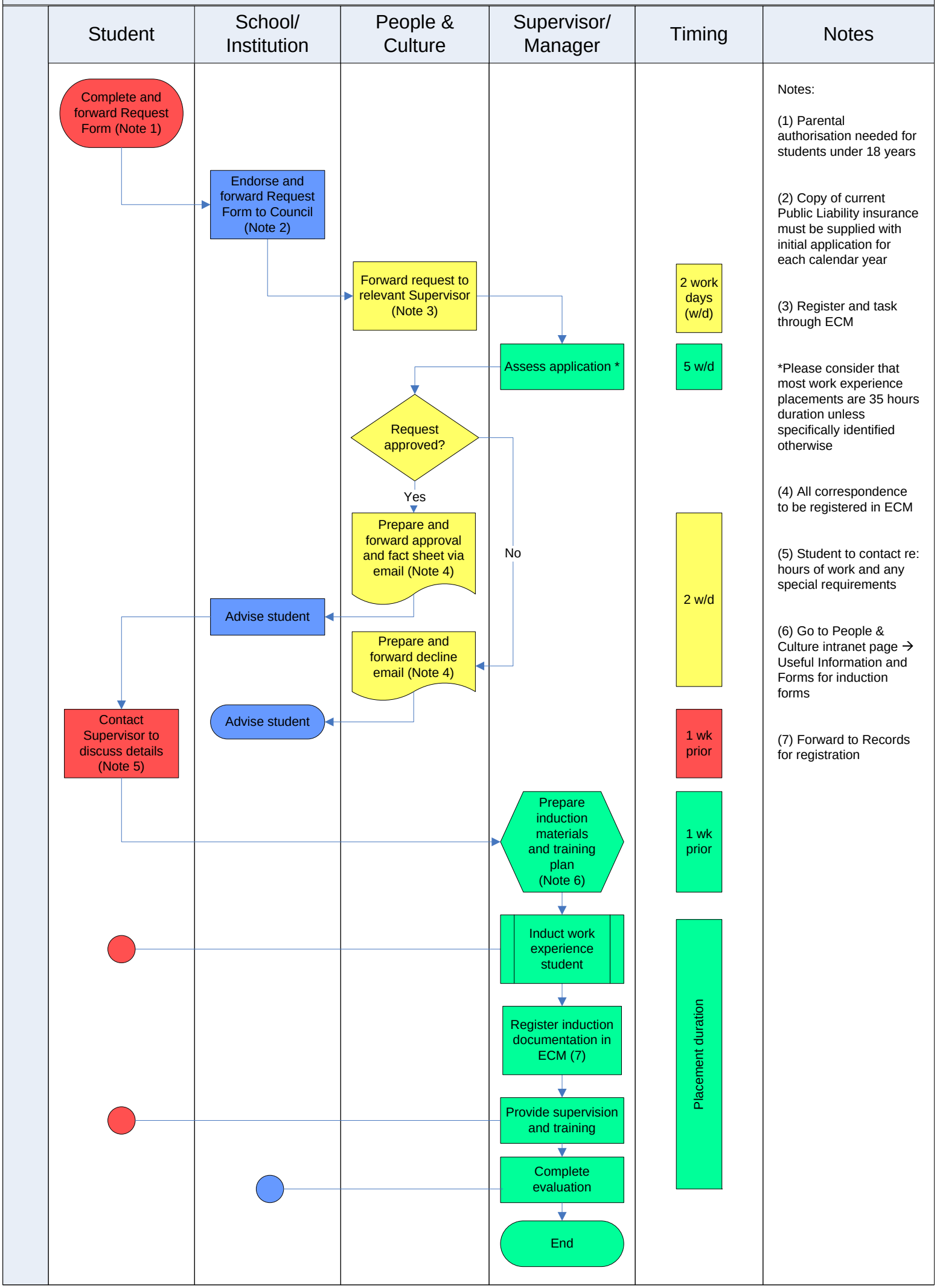Work Experience Process