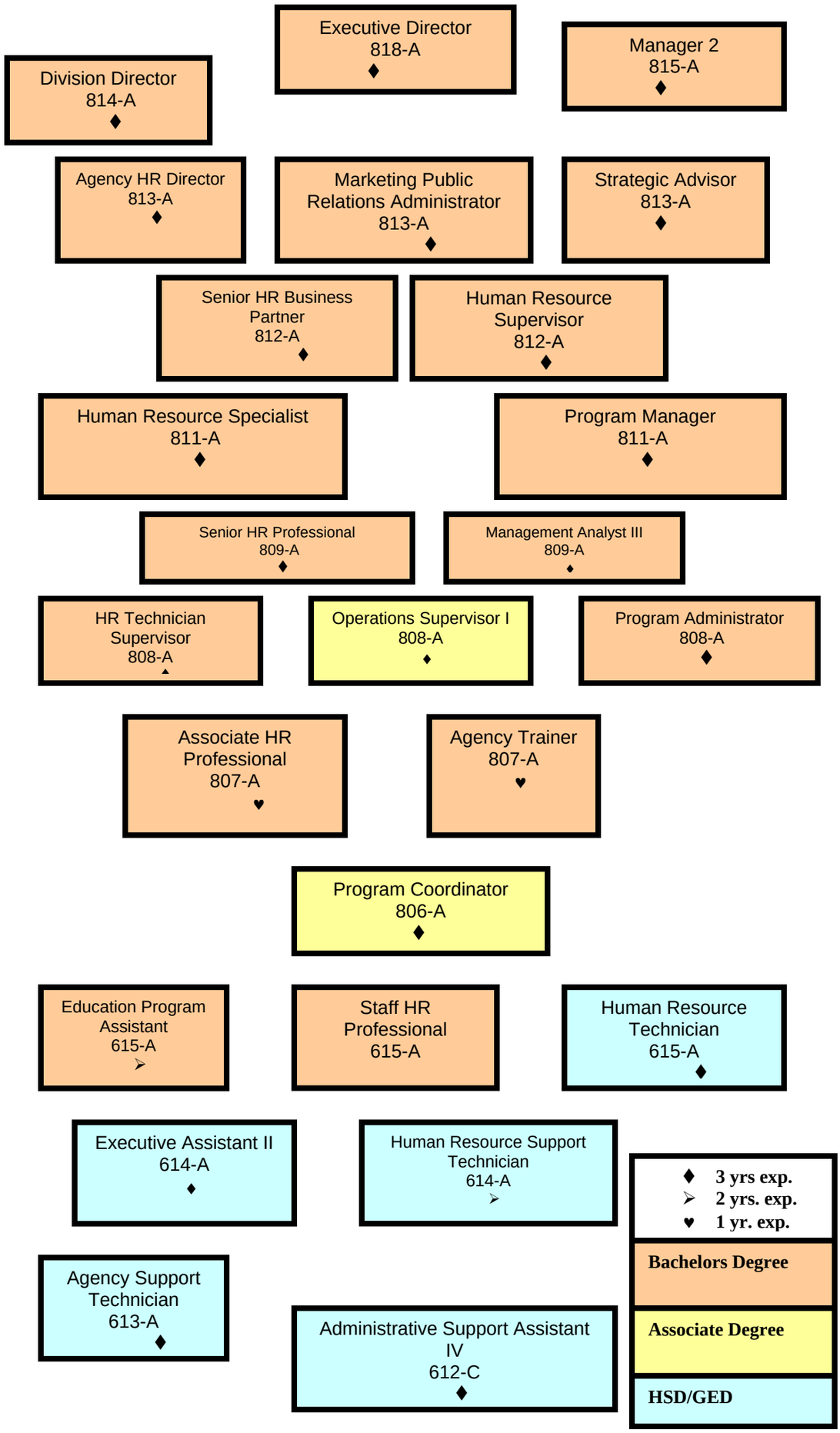HUMAN RESOURCE CAREER PATHS