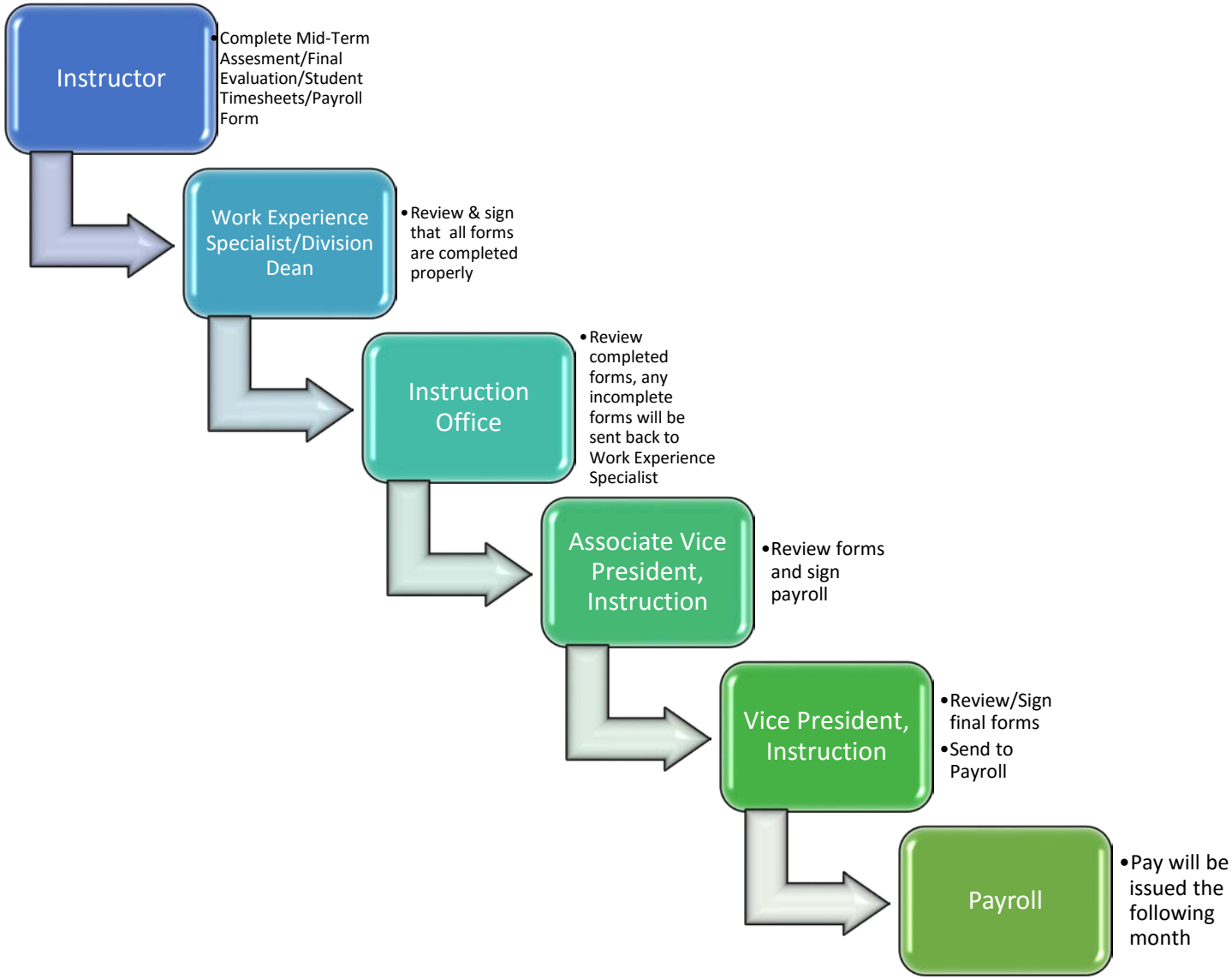PHASE 2 – WORK EXPERIENCE PROCESS