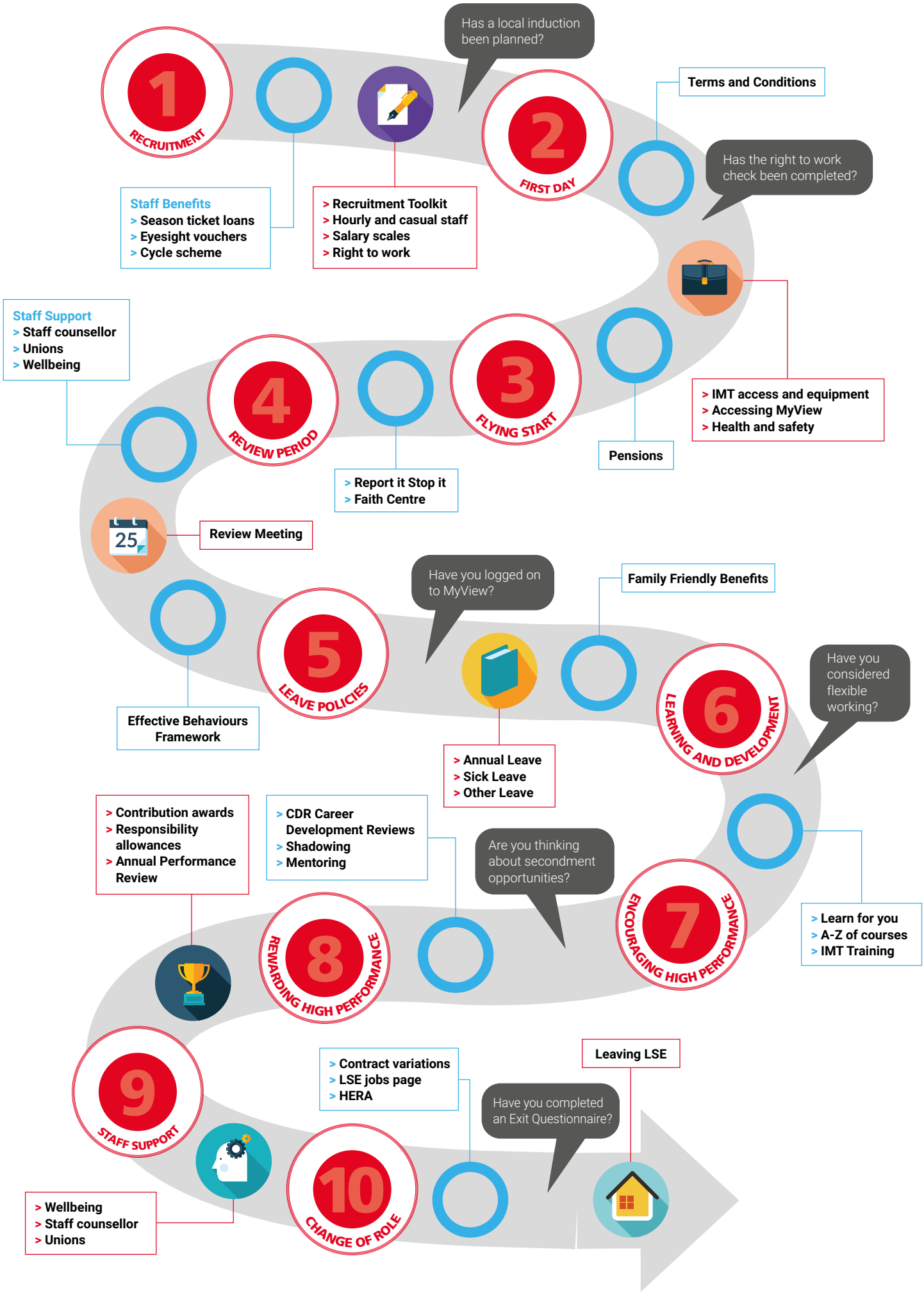Employee Journey