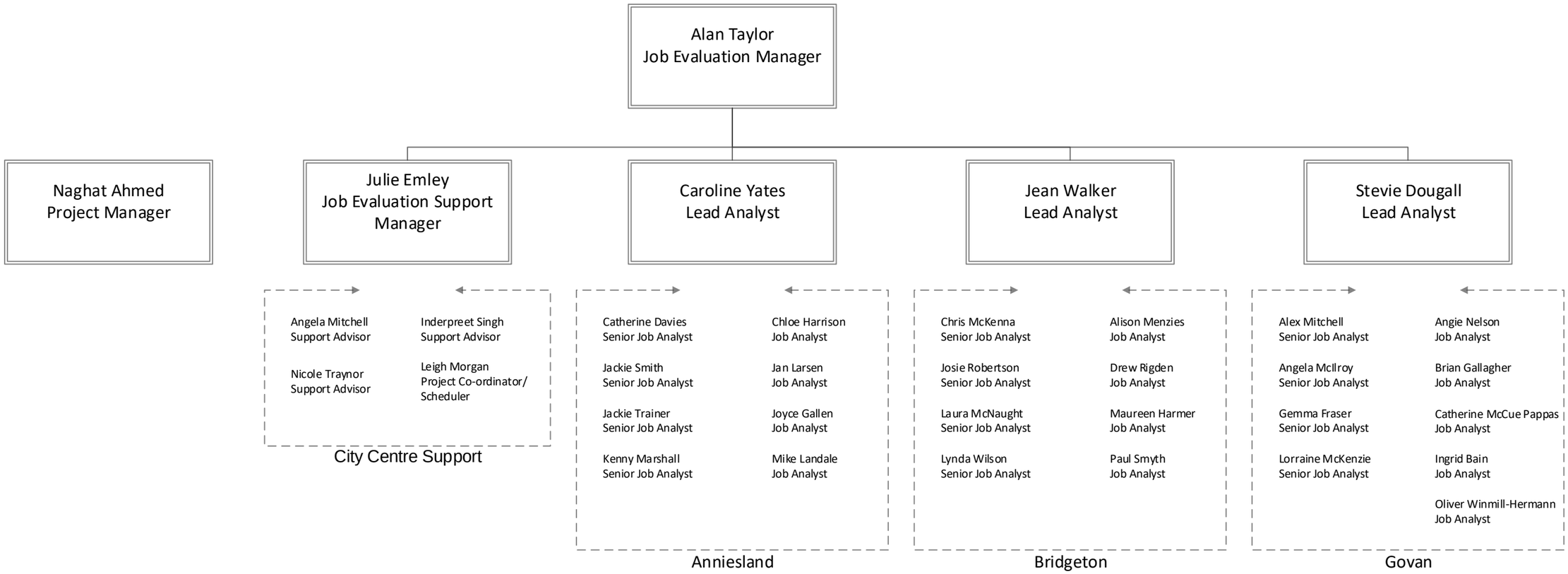JOB EVALUATION