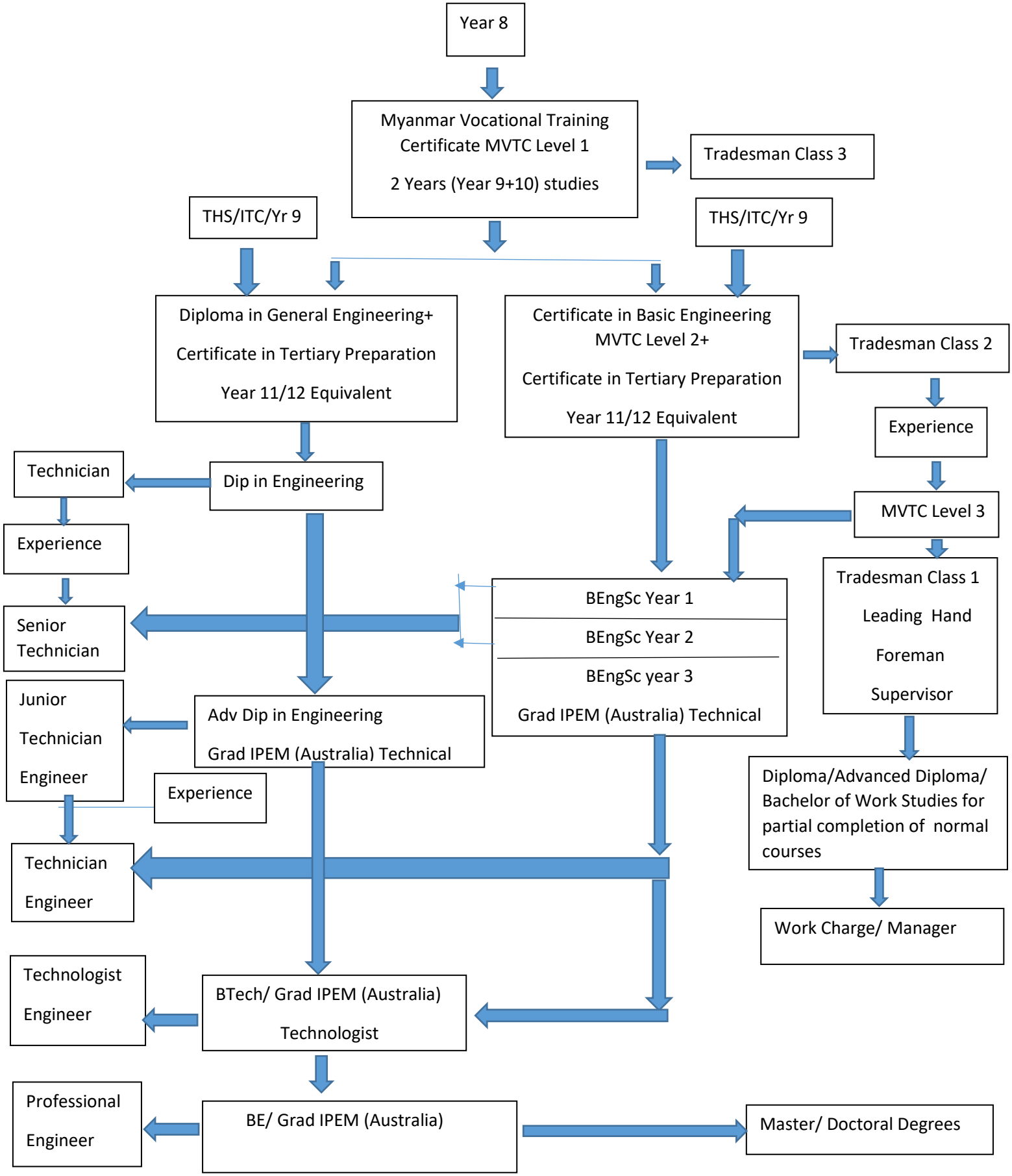Engineering Career Flow