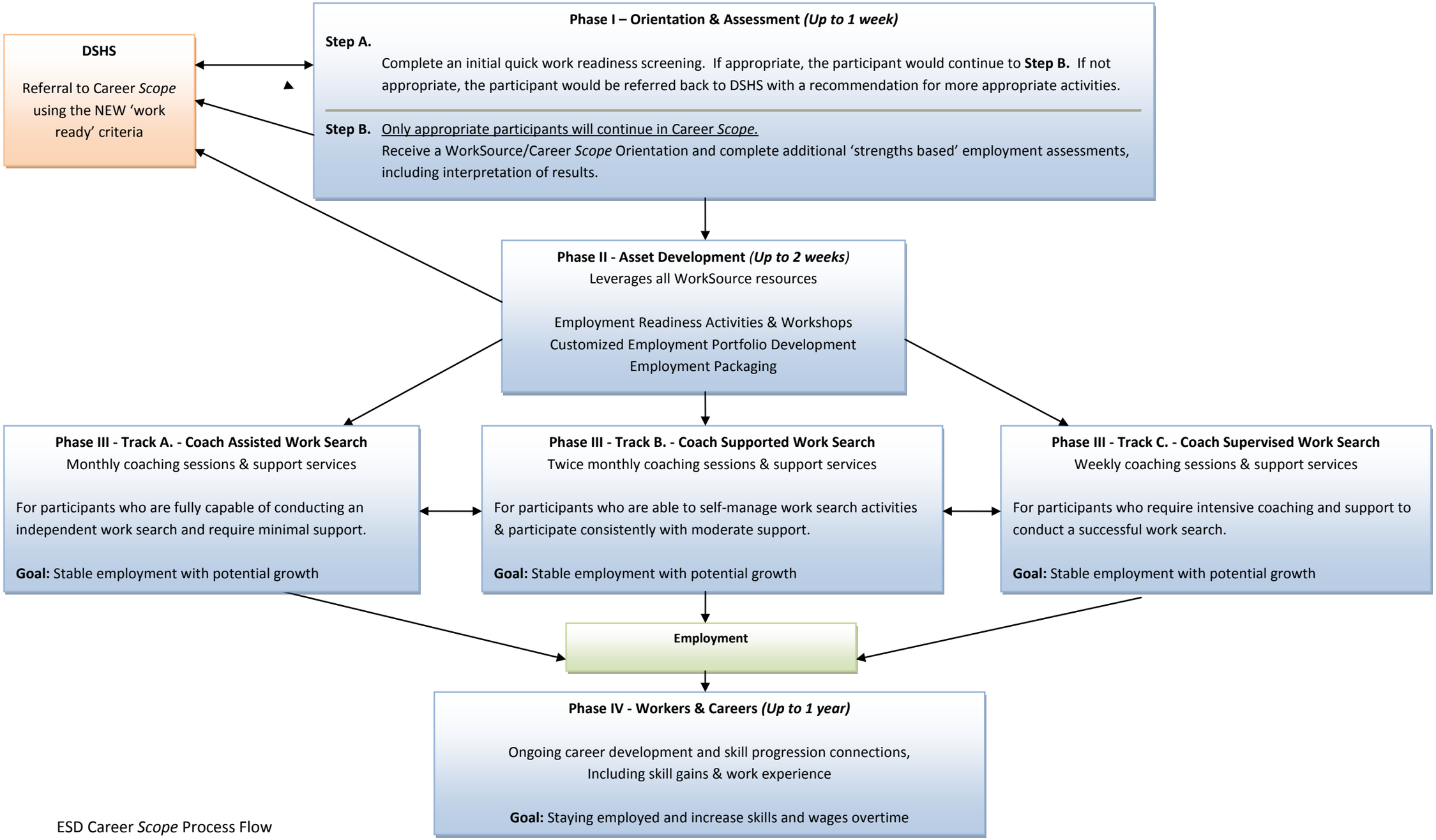

ESD Career *Scope* Process Flow