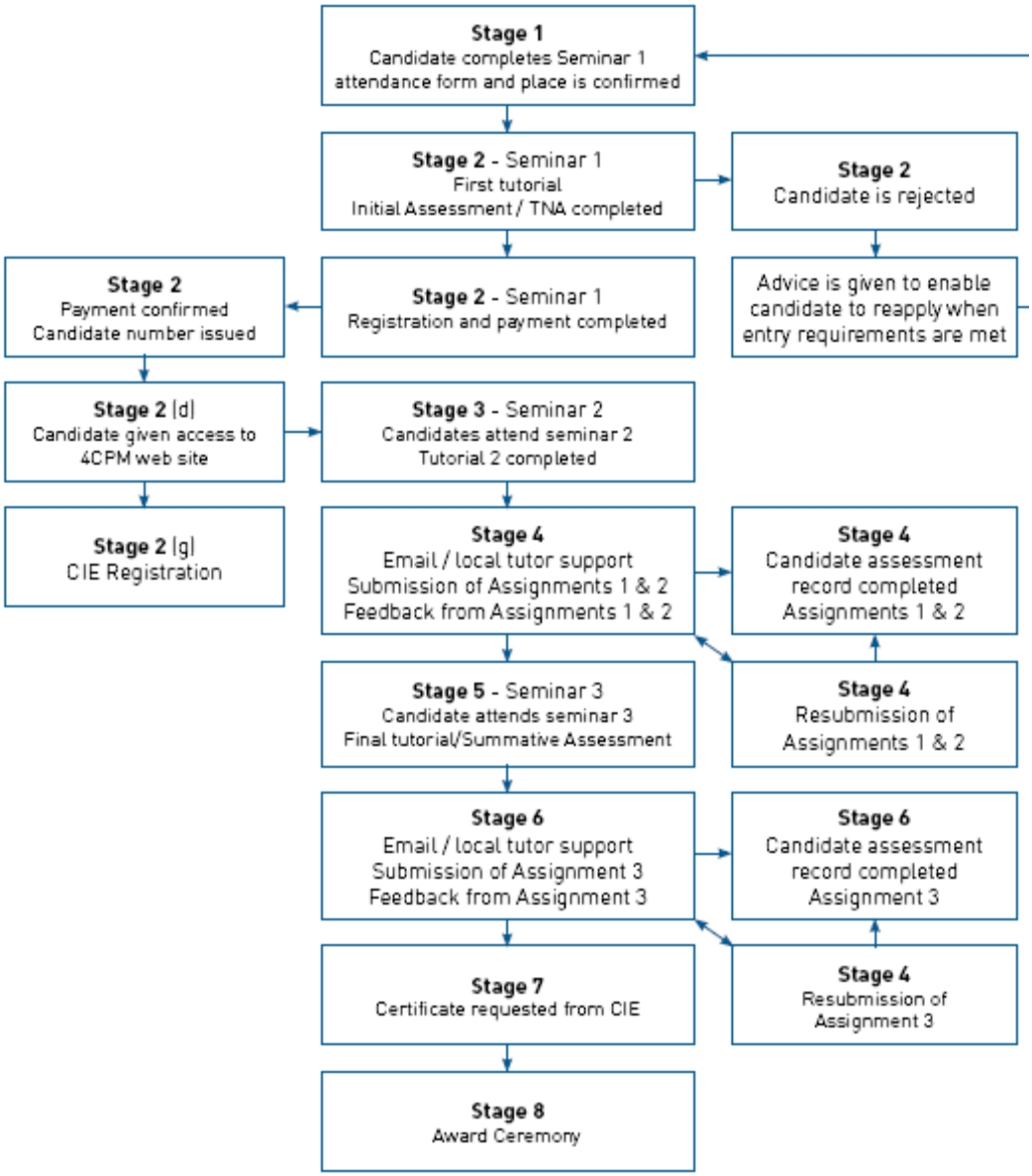Candidate Journey