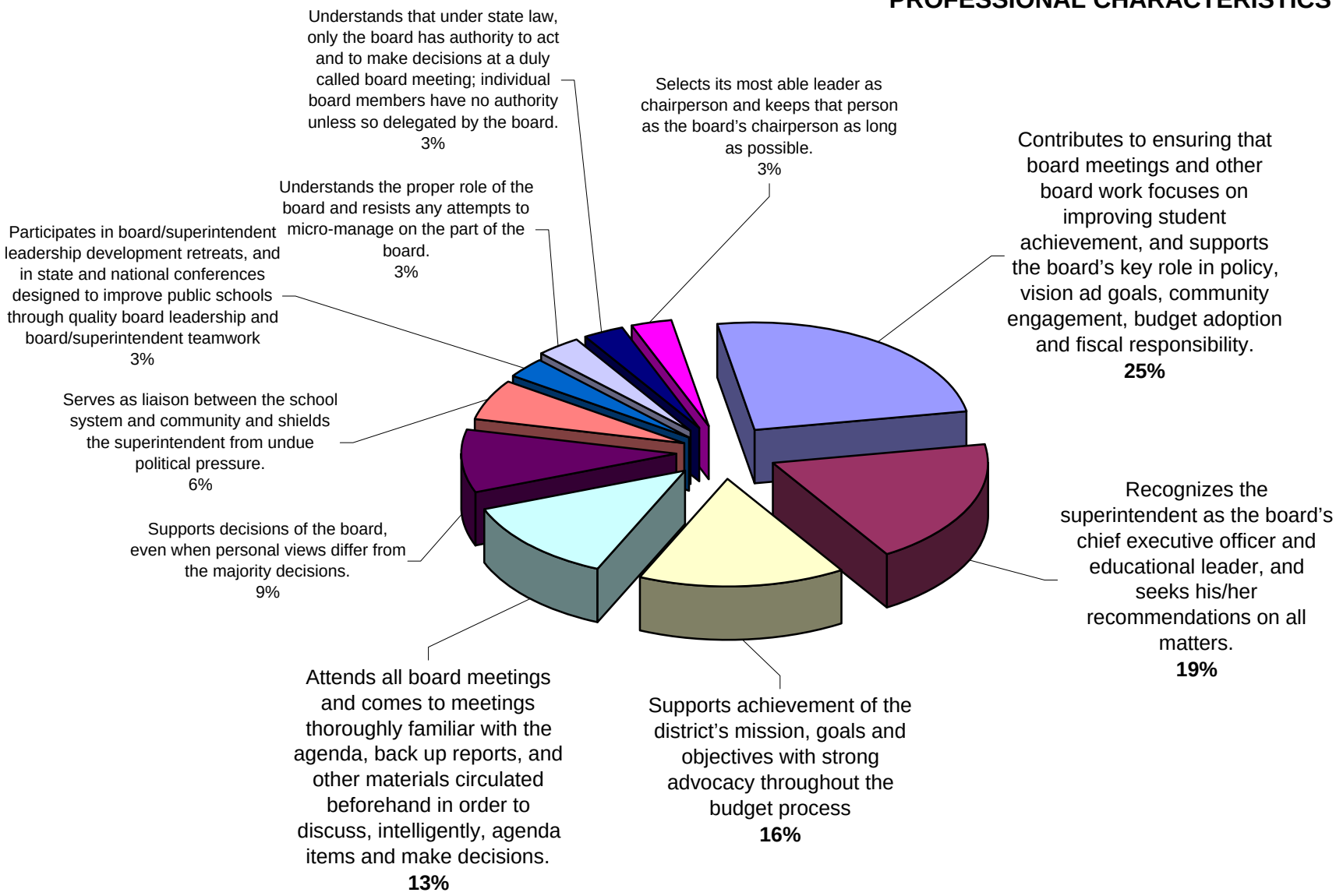PROFESSIONAL CHARACTERISTICS