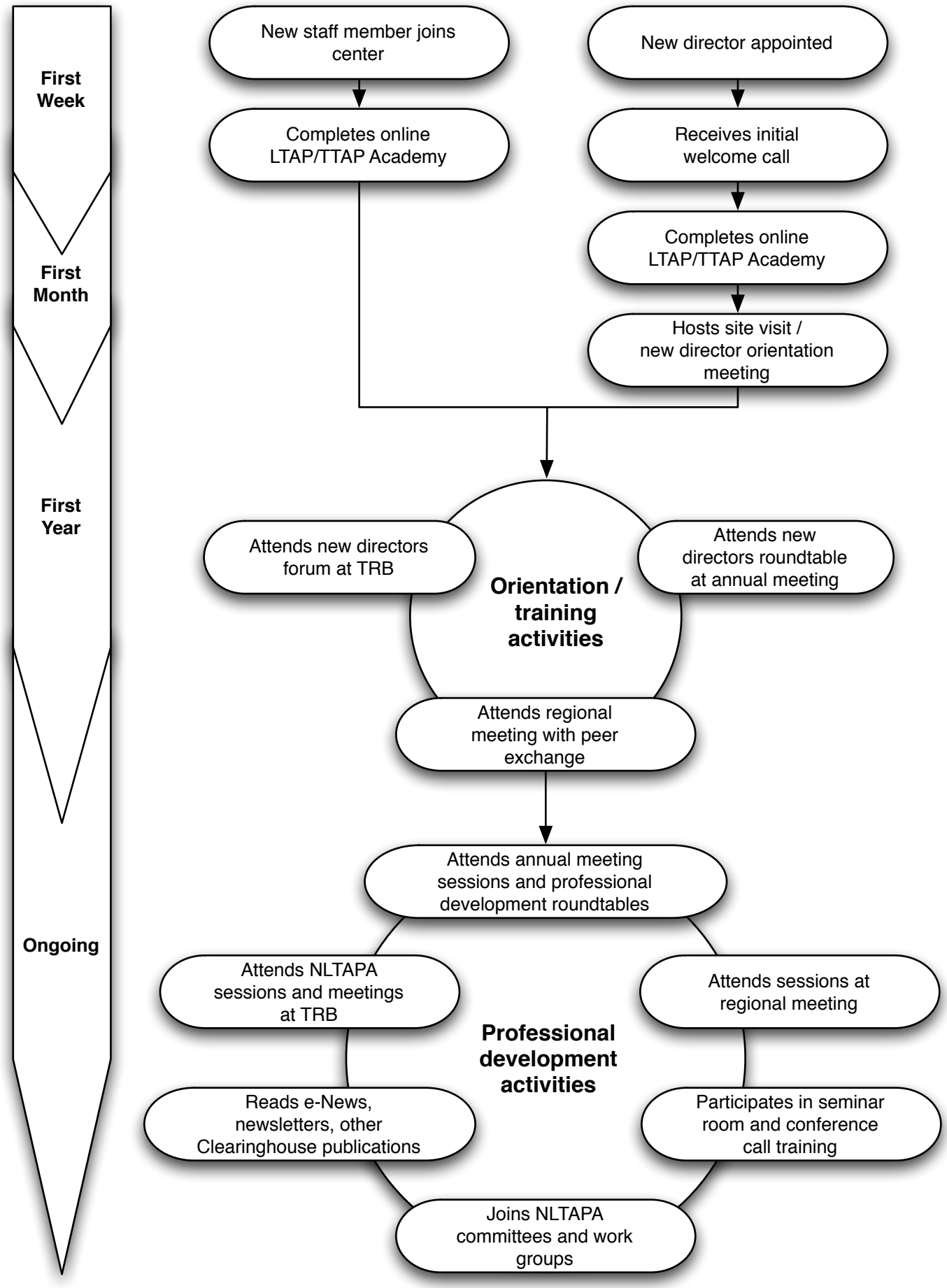Orientation & Professional Development Lifecycle