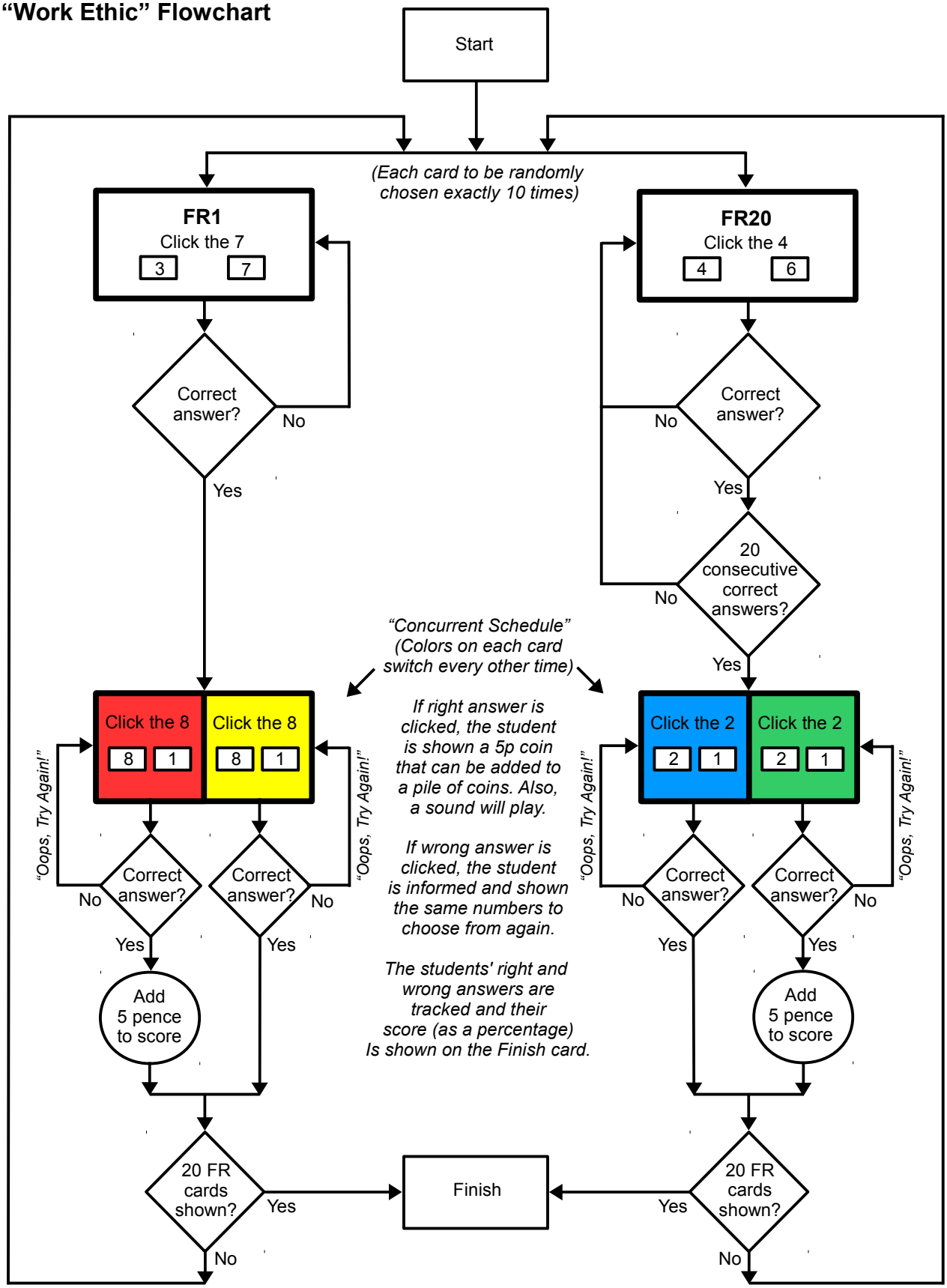“Work Ethic” Flowchart