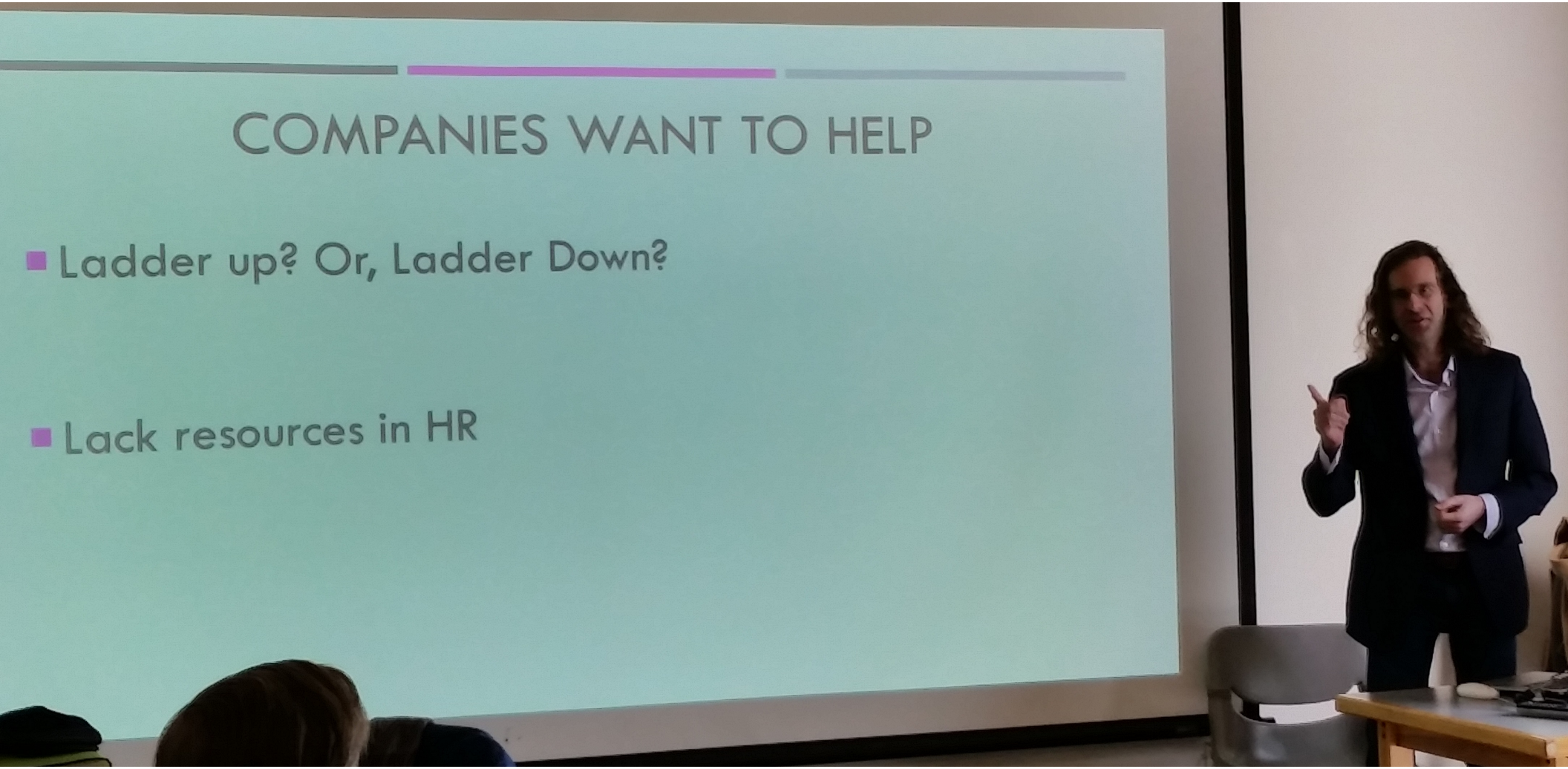
COMPANIES WANT TO HELP
Ladder up? Or, Ladder Down?
Lack resources in HR