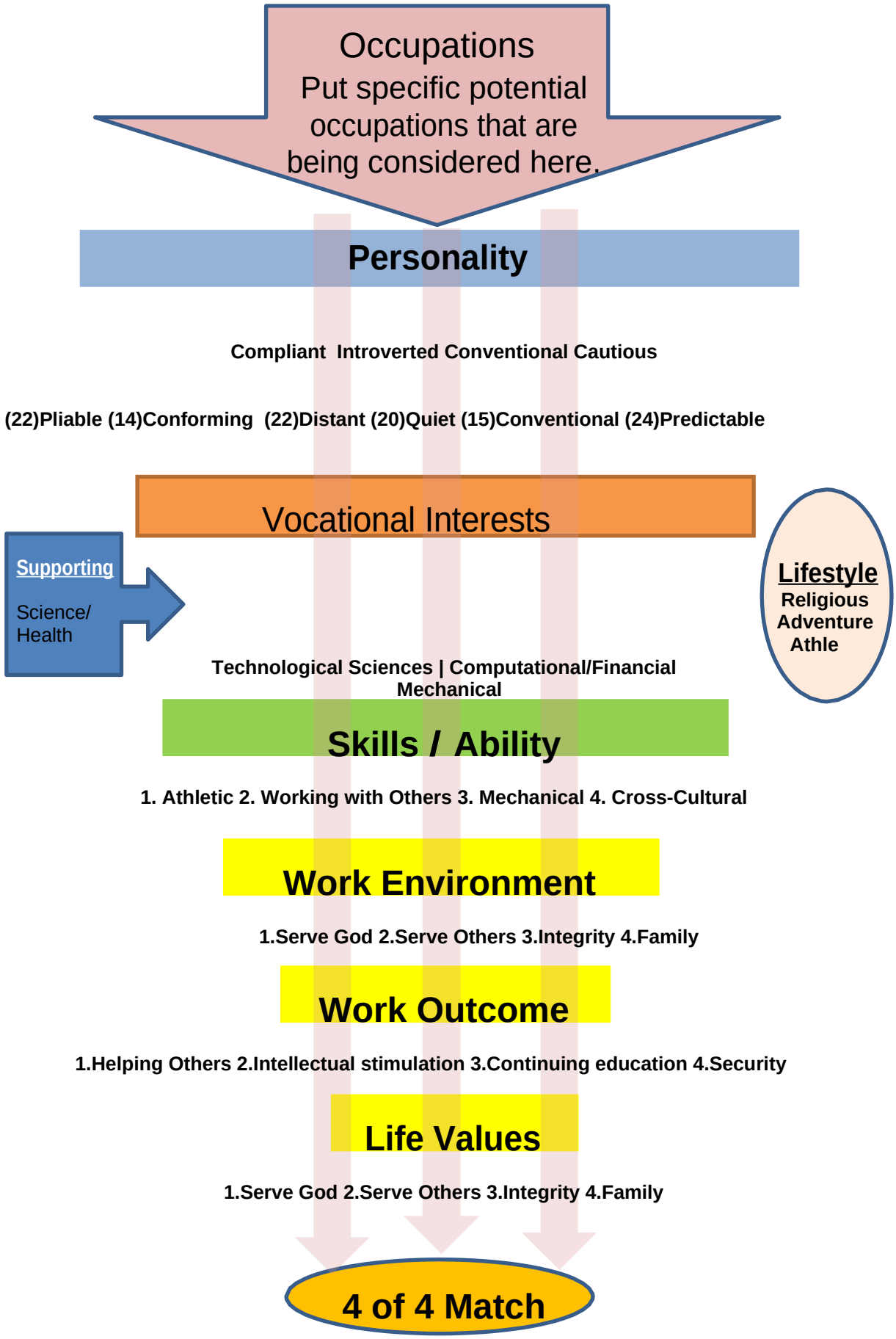Charels's Design/Career Funnel