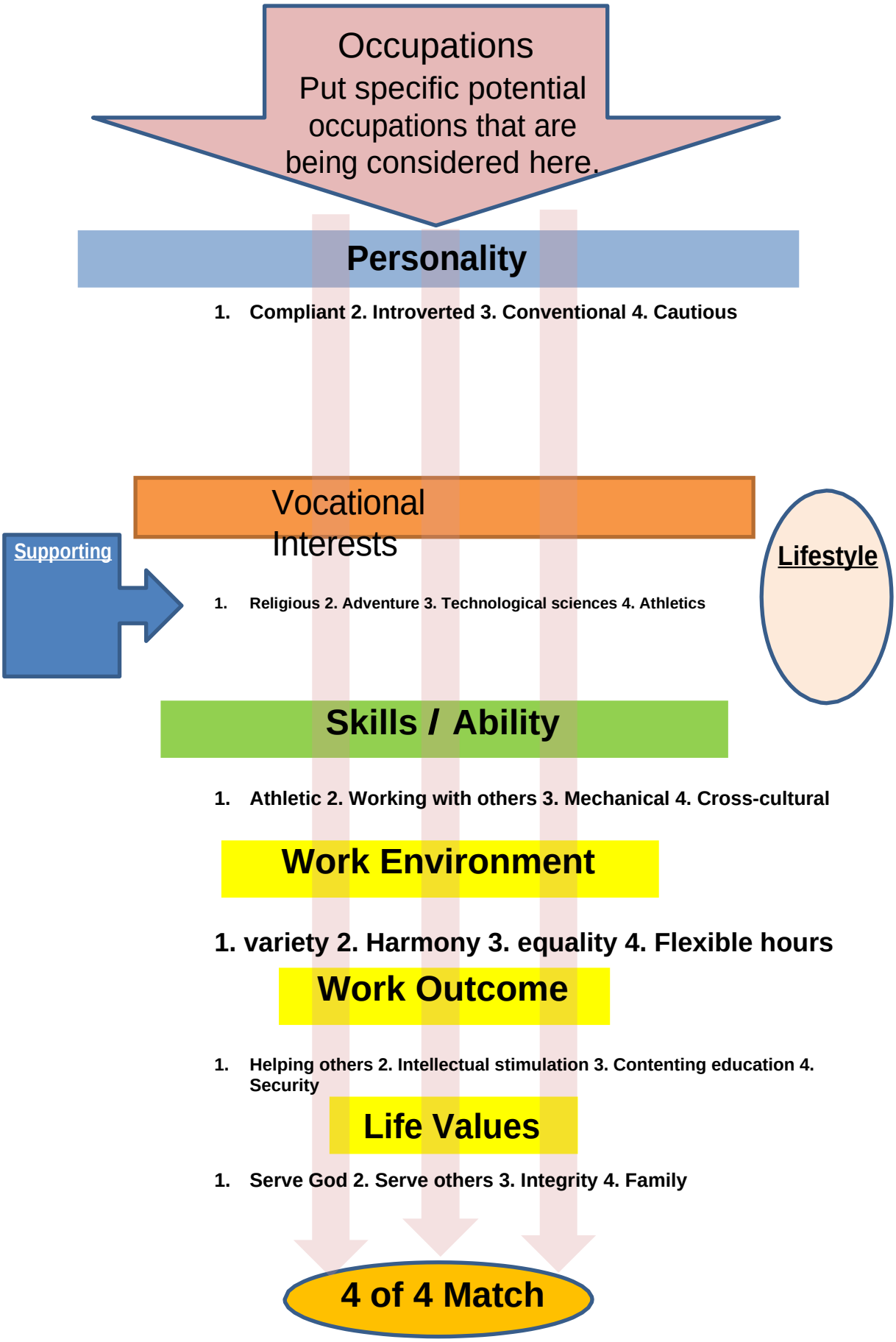Charles' Design / Career Funnel