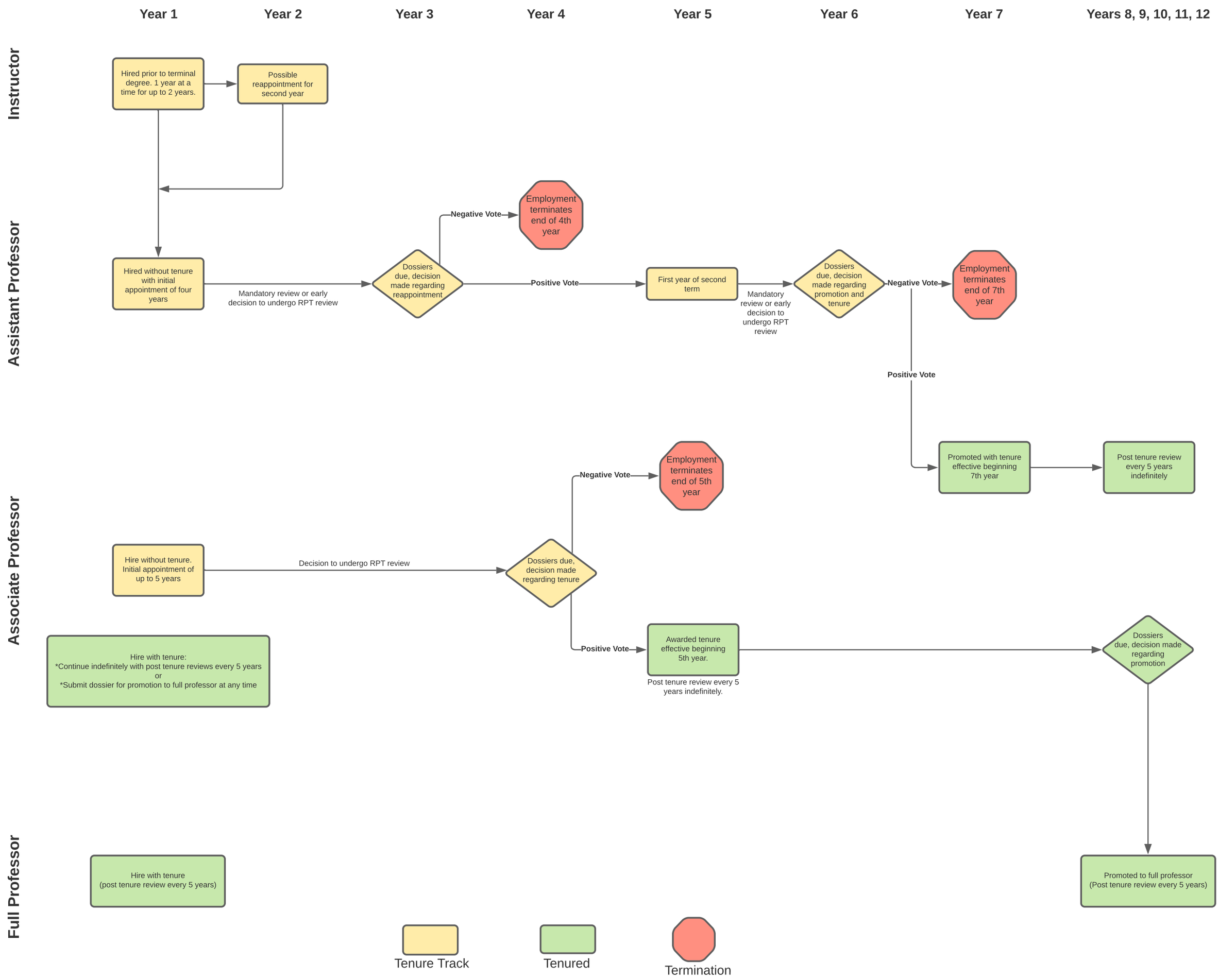Tenure Workflow