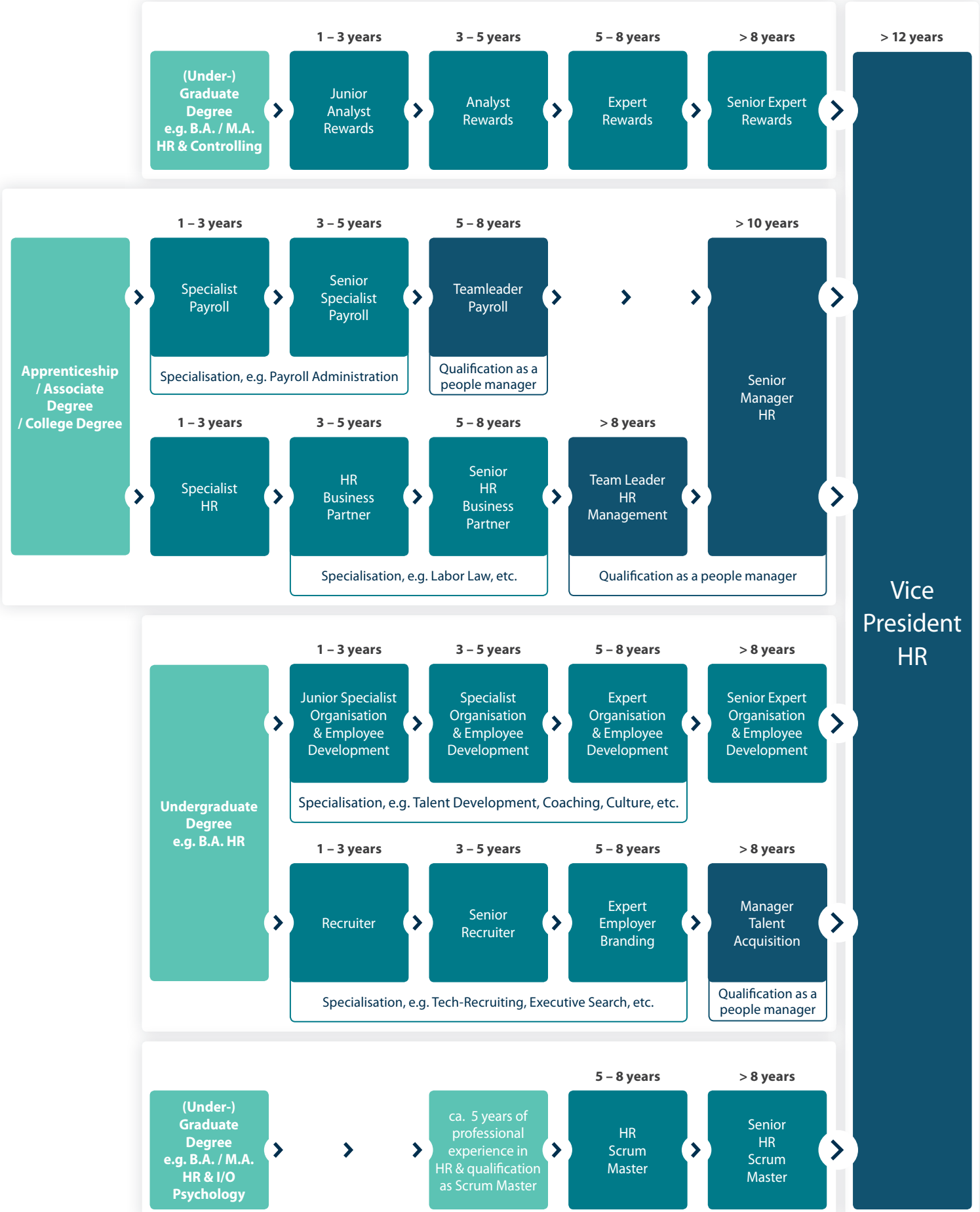Career Path and Career Ladder – an example from HR