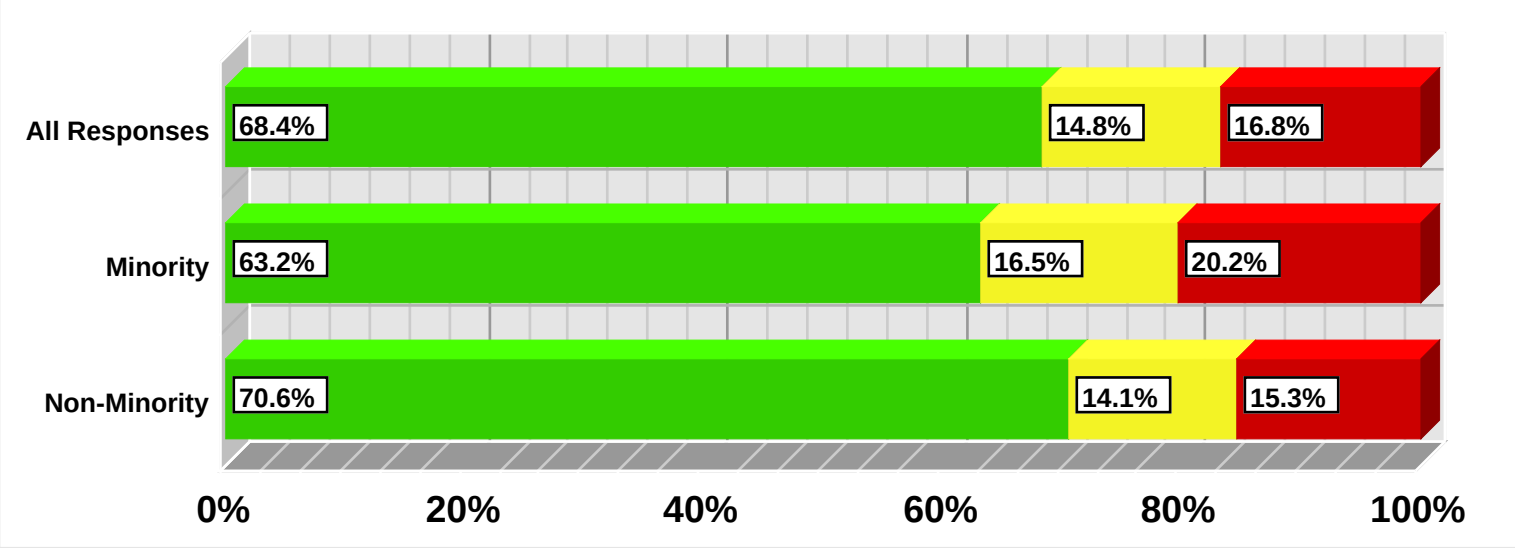(12) This is a friendly place to work.