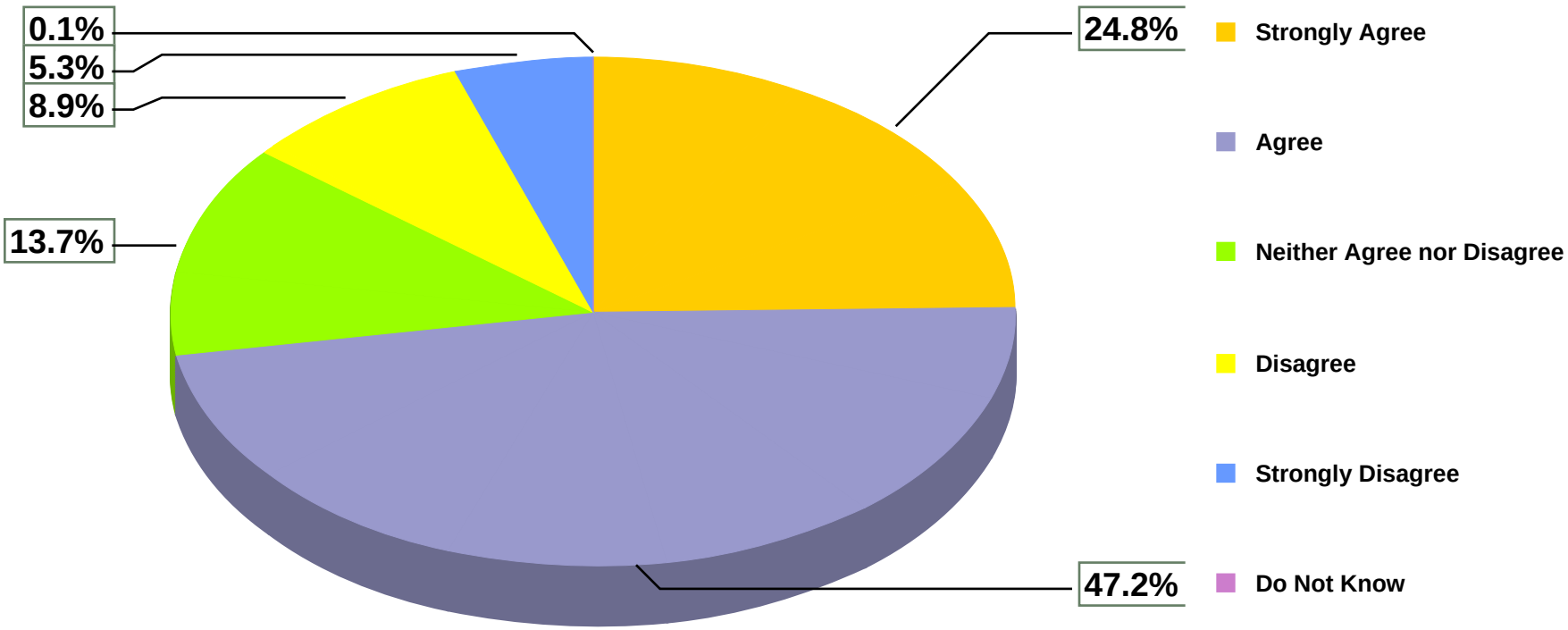(12) This is a friendly place to work. - Un-weighted Data