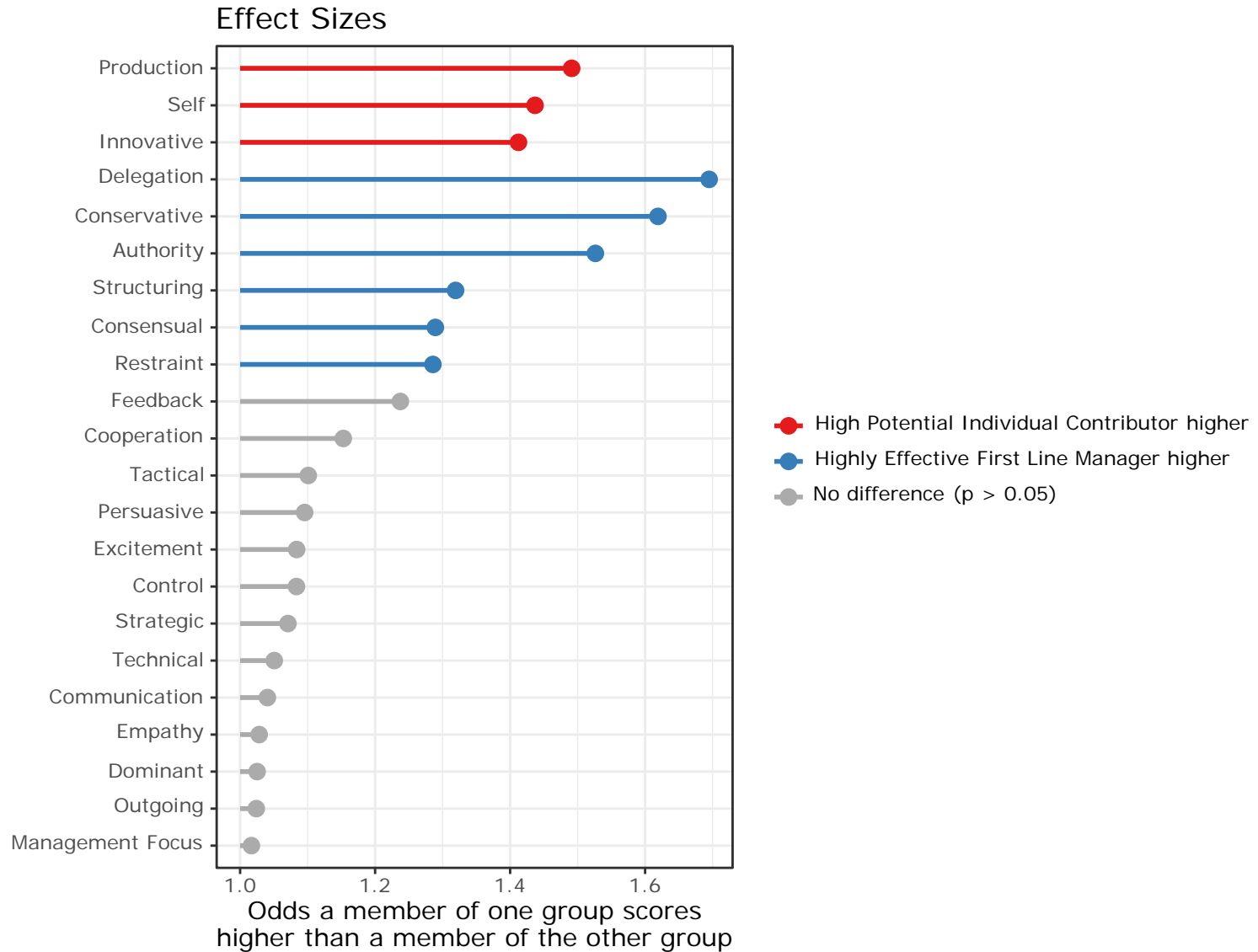
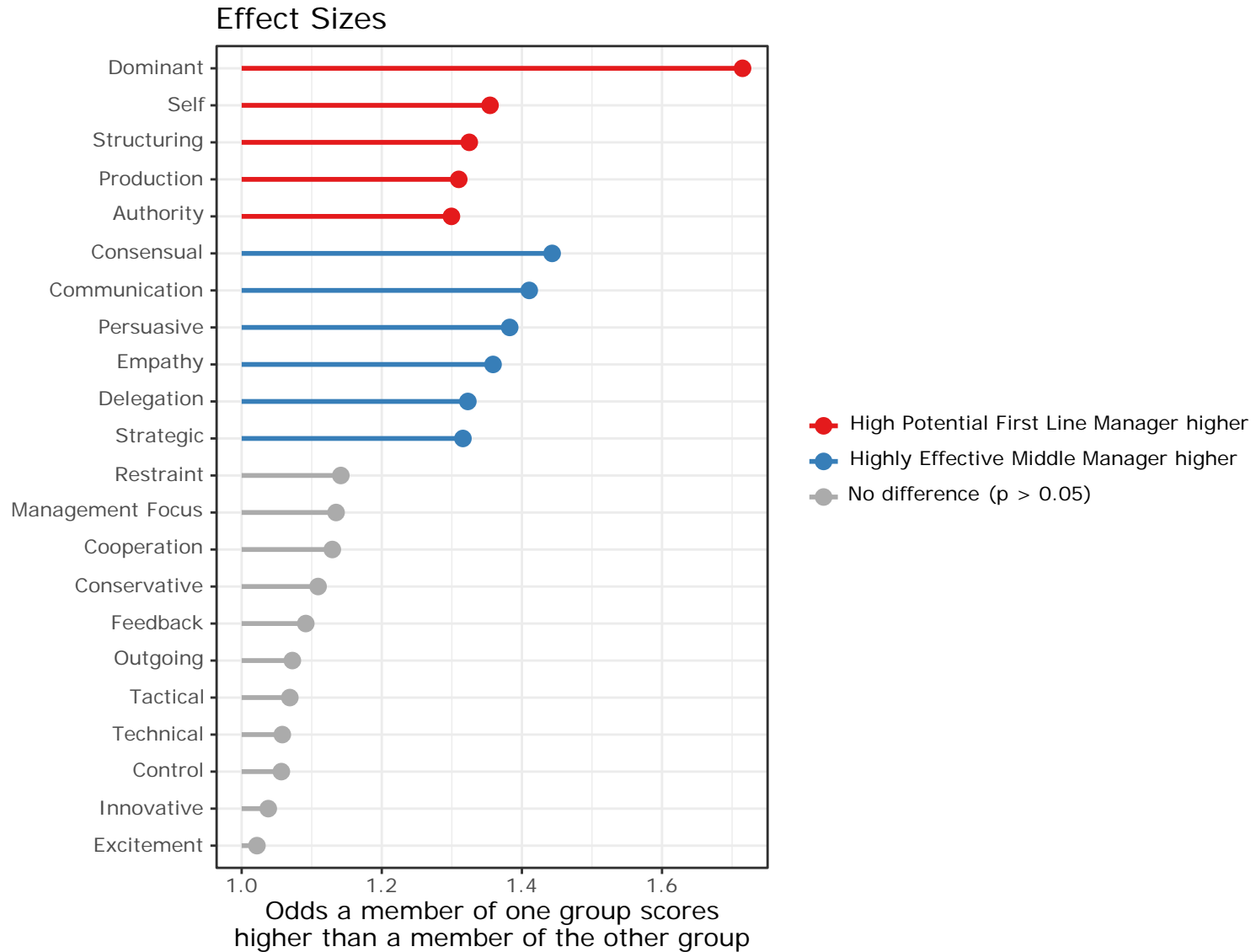


Individual contributors vs. first line managers



First line managers vs. middle managers



Middle Managers vs. Senior Managers

