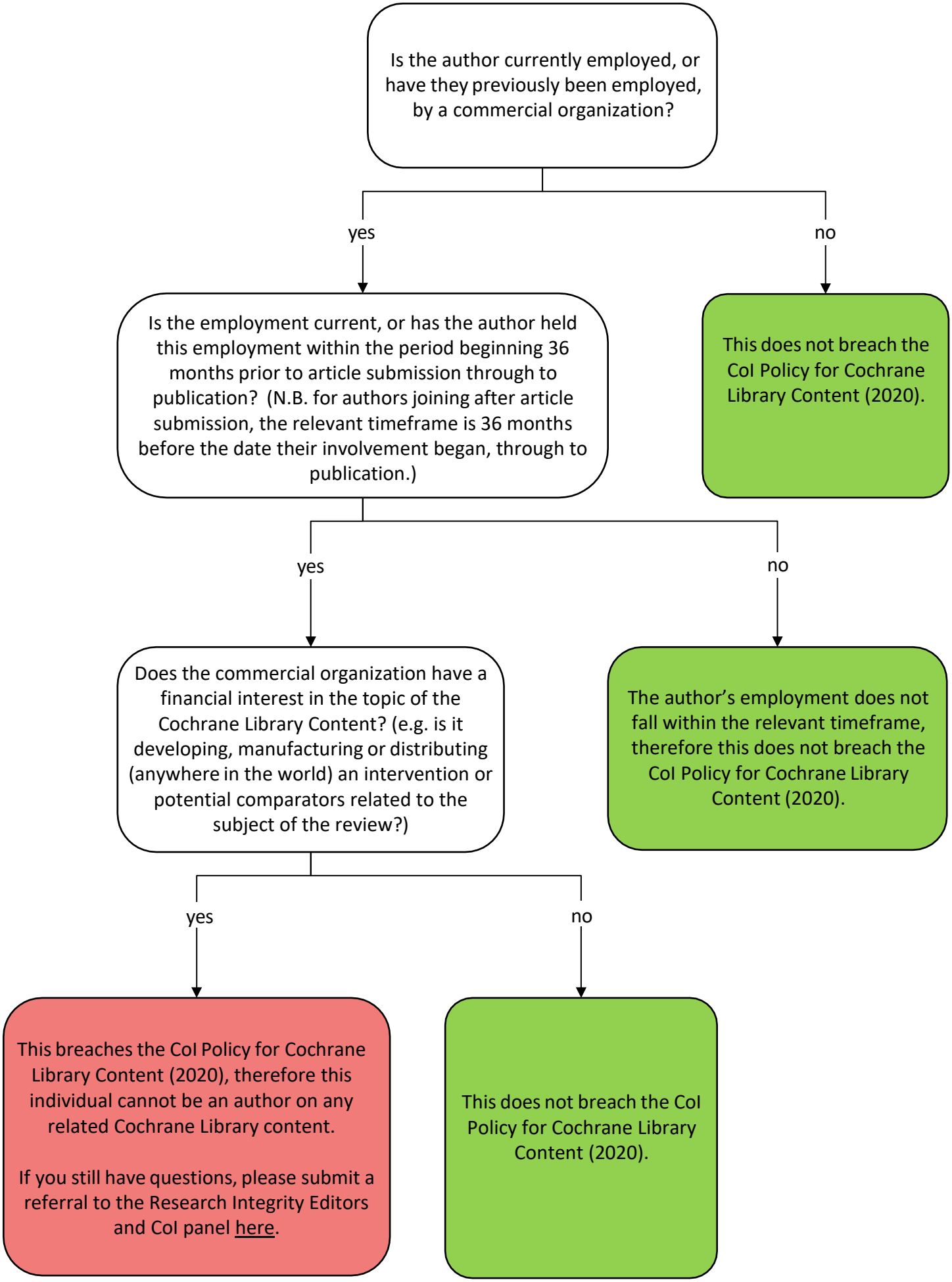Flowchart 3: Author's employment