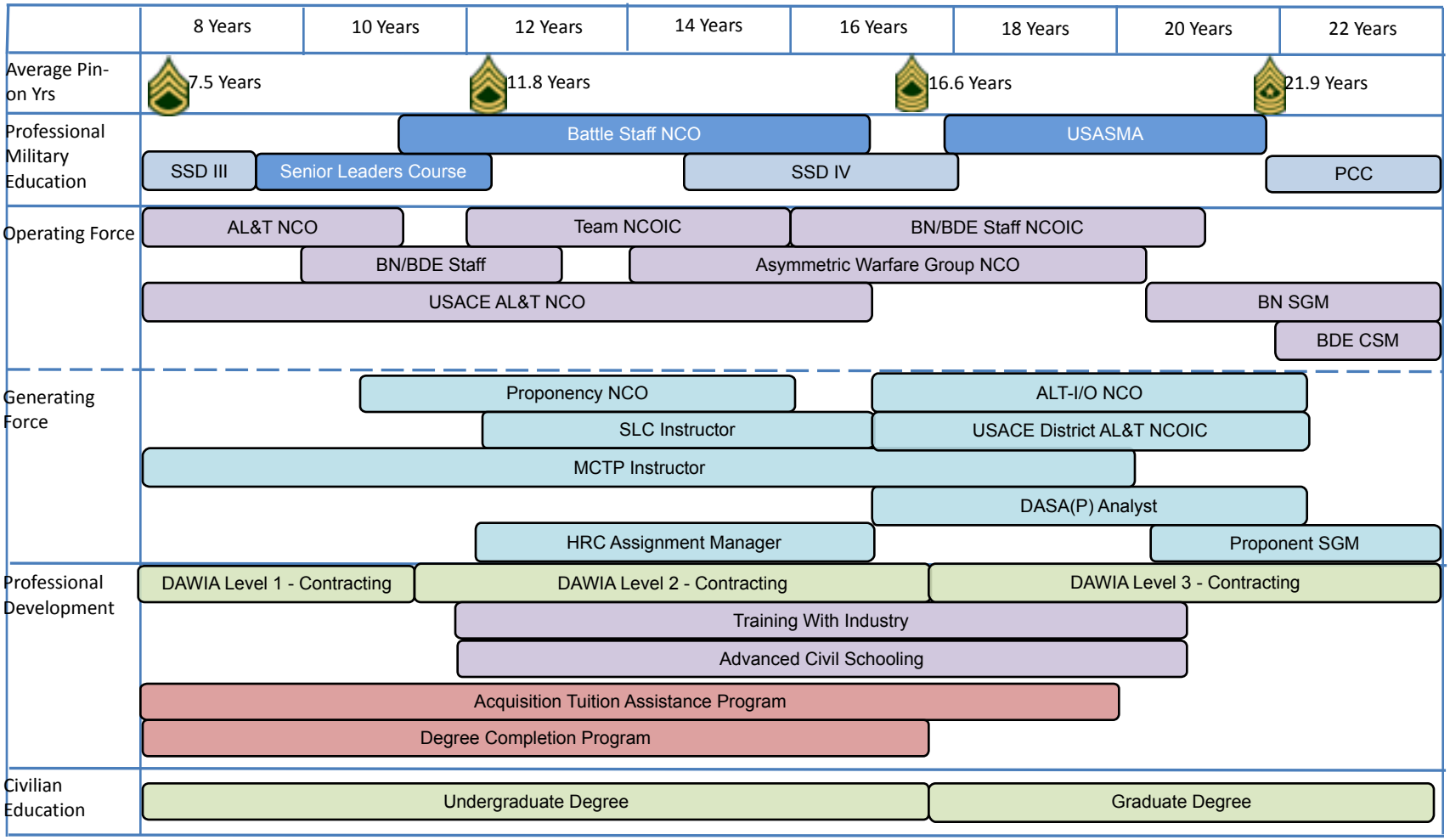NCO Career Development Timeline