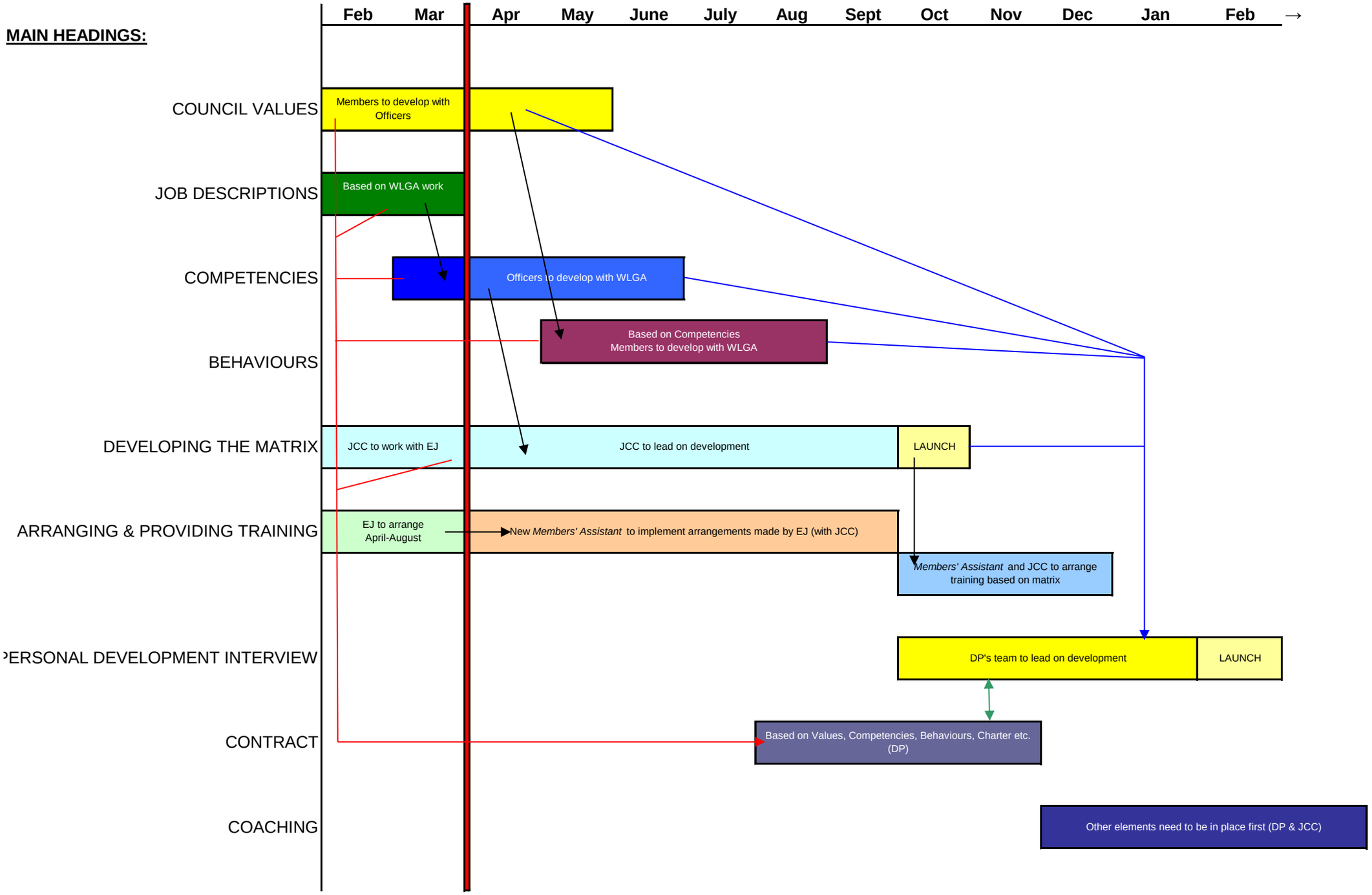Developing Member Training