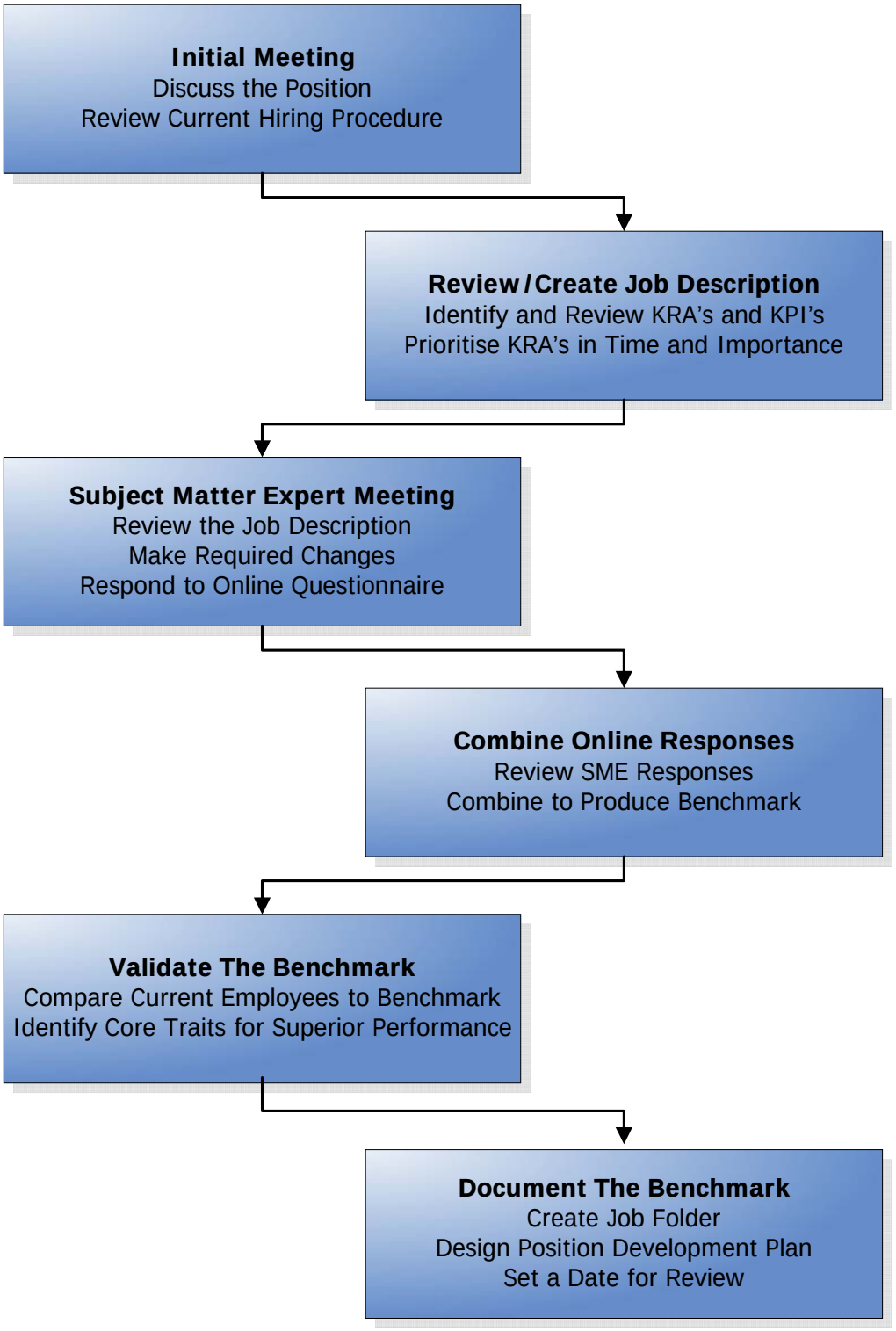Position Benchmarking Process