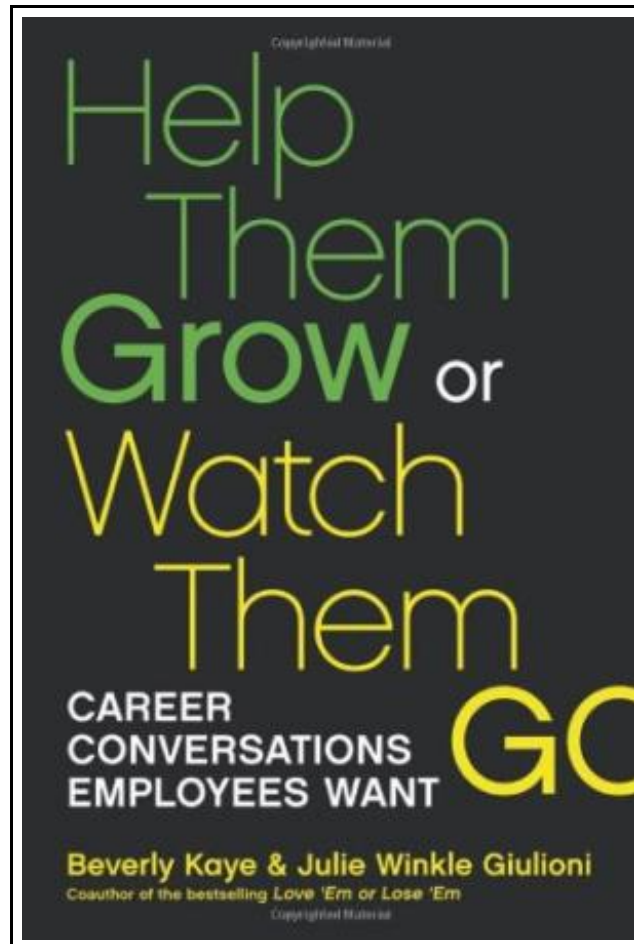


## Help Them Grow or Watch Them Go: Career Conversations Employees Want



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