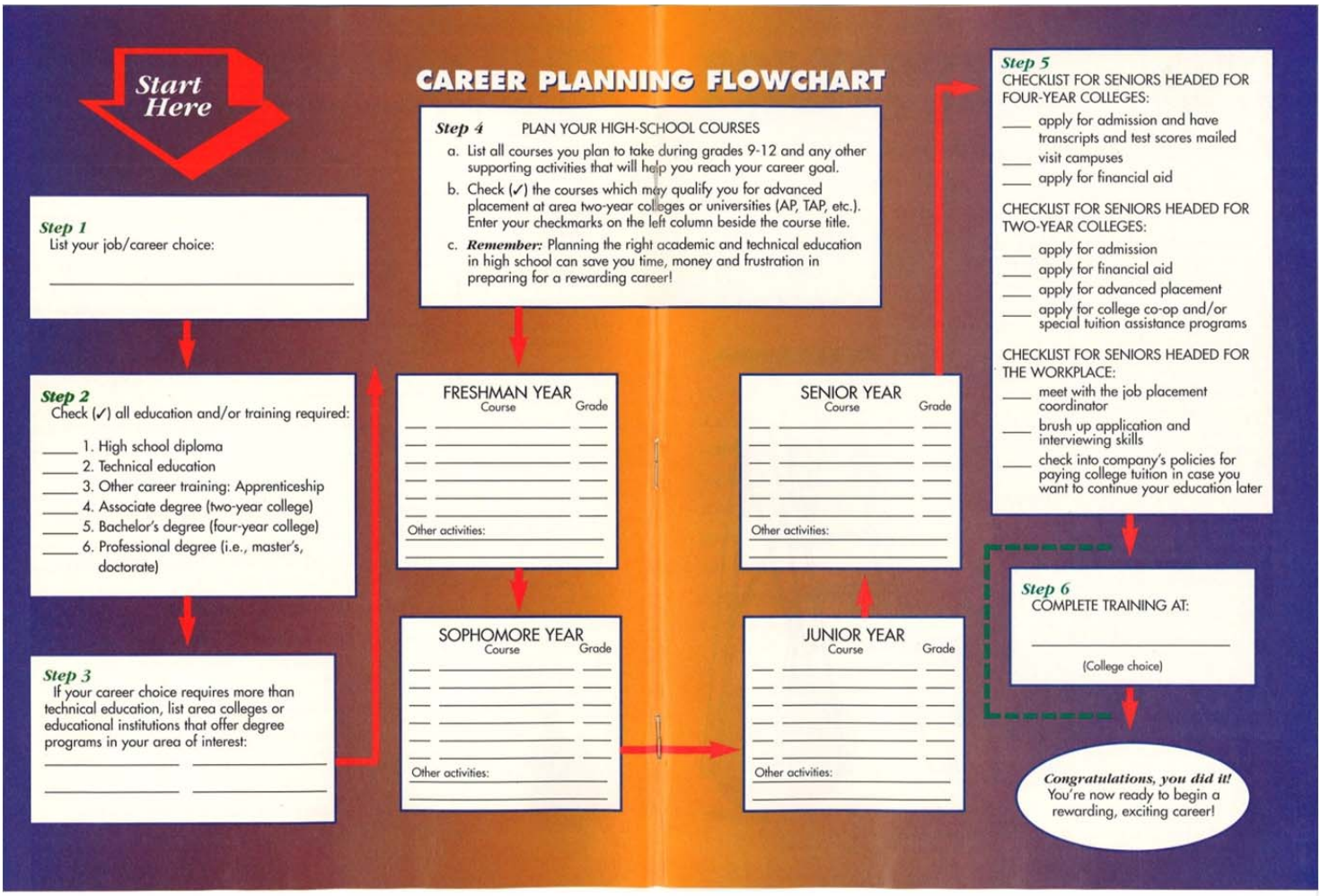H.919 Church Testimony Exhibit E Career Planning Flow Chart 1996