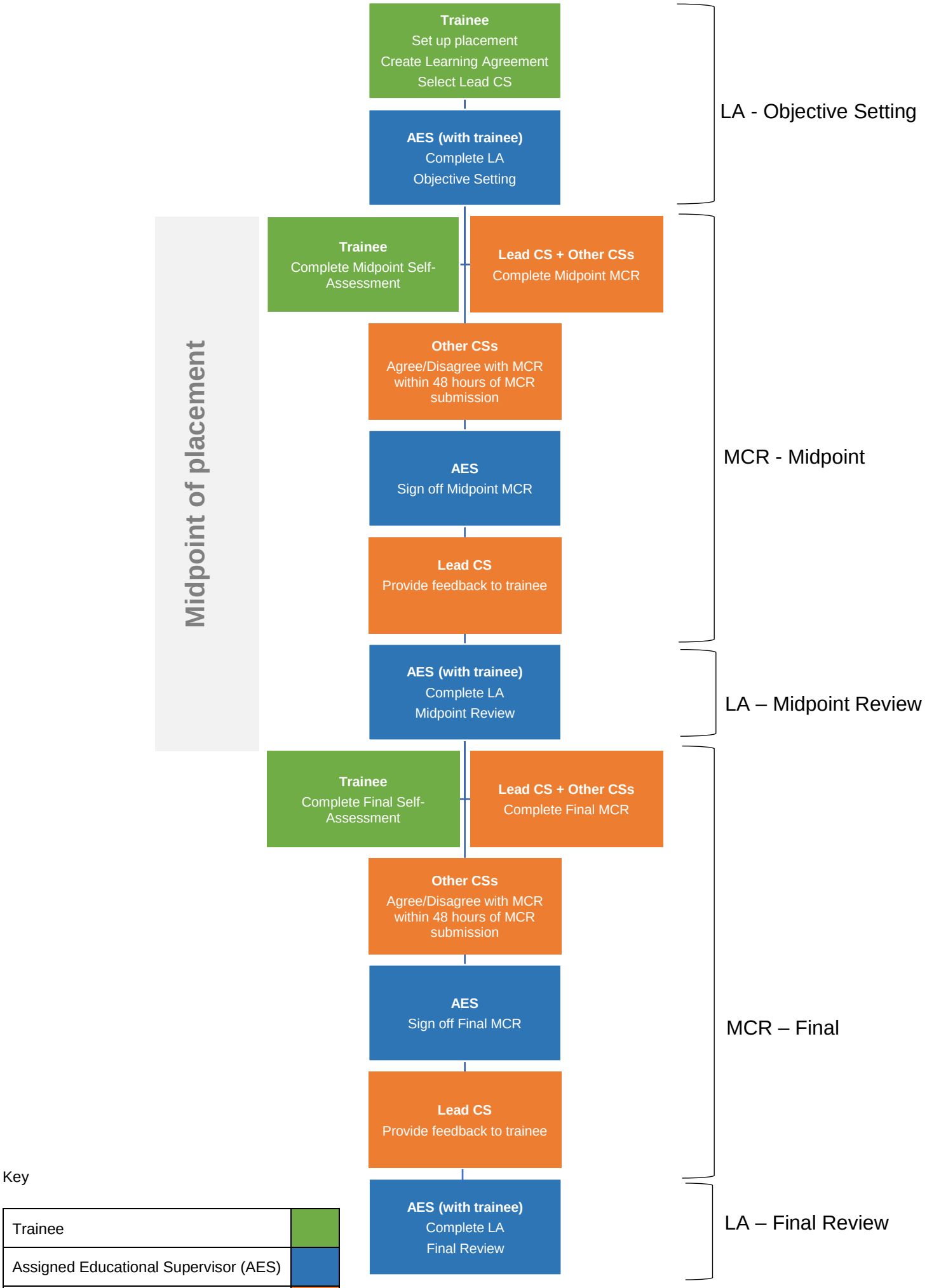Sequence of performance review in a placement