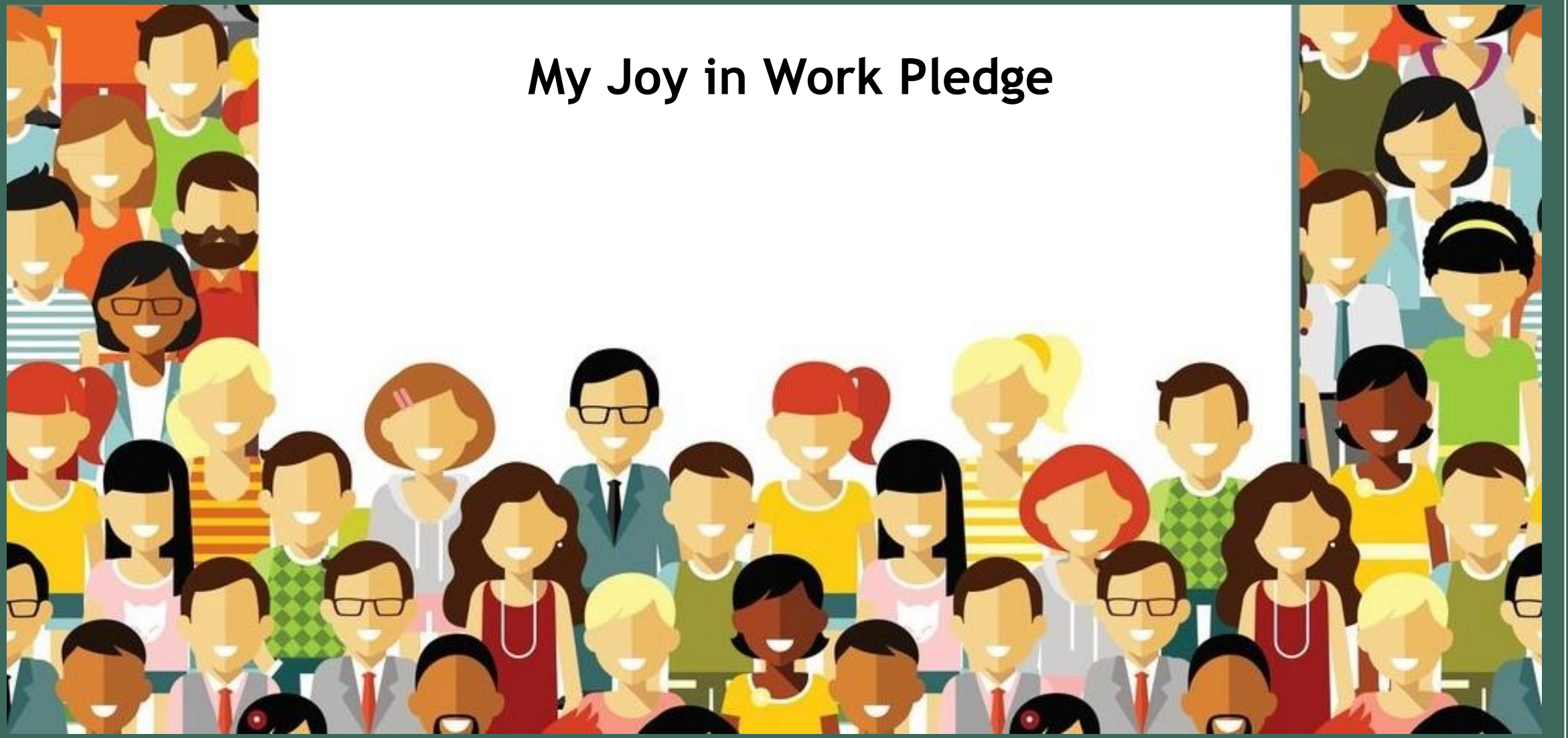My Joy in Work Pledge