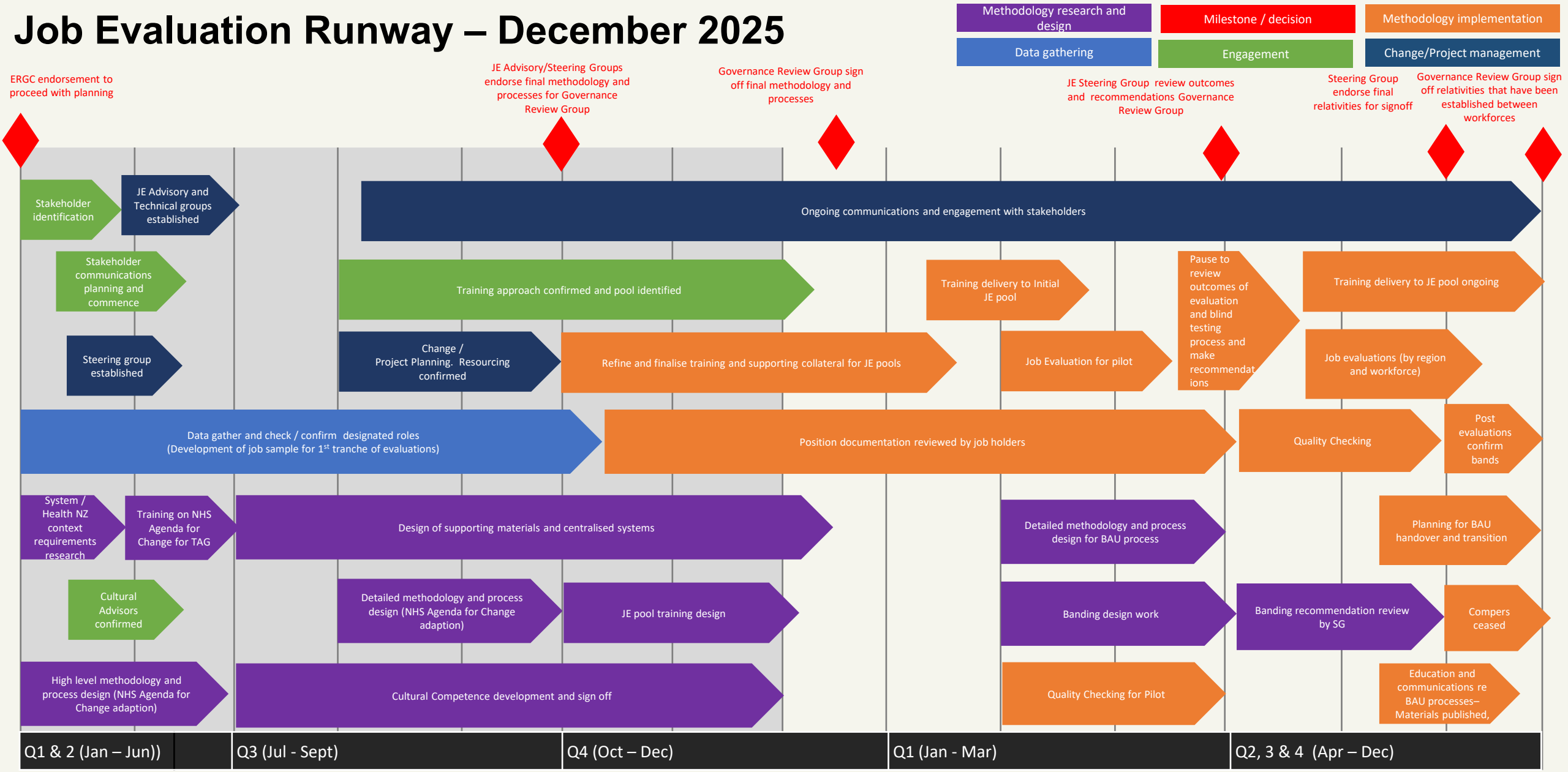Job Evaluation Runway – December 2025