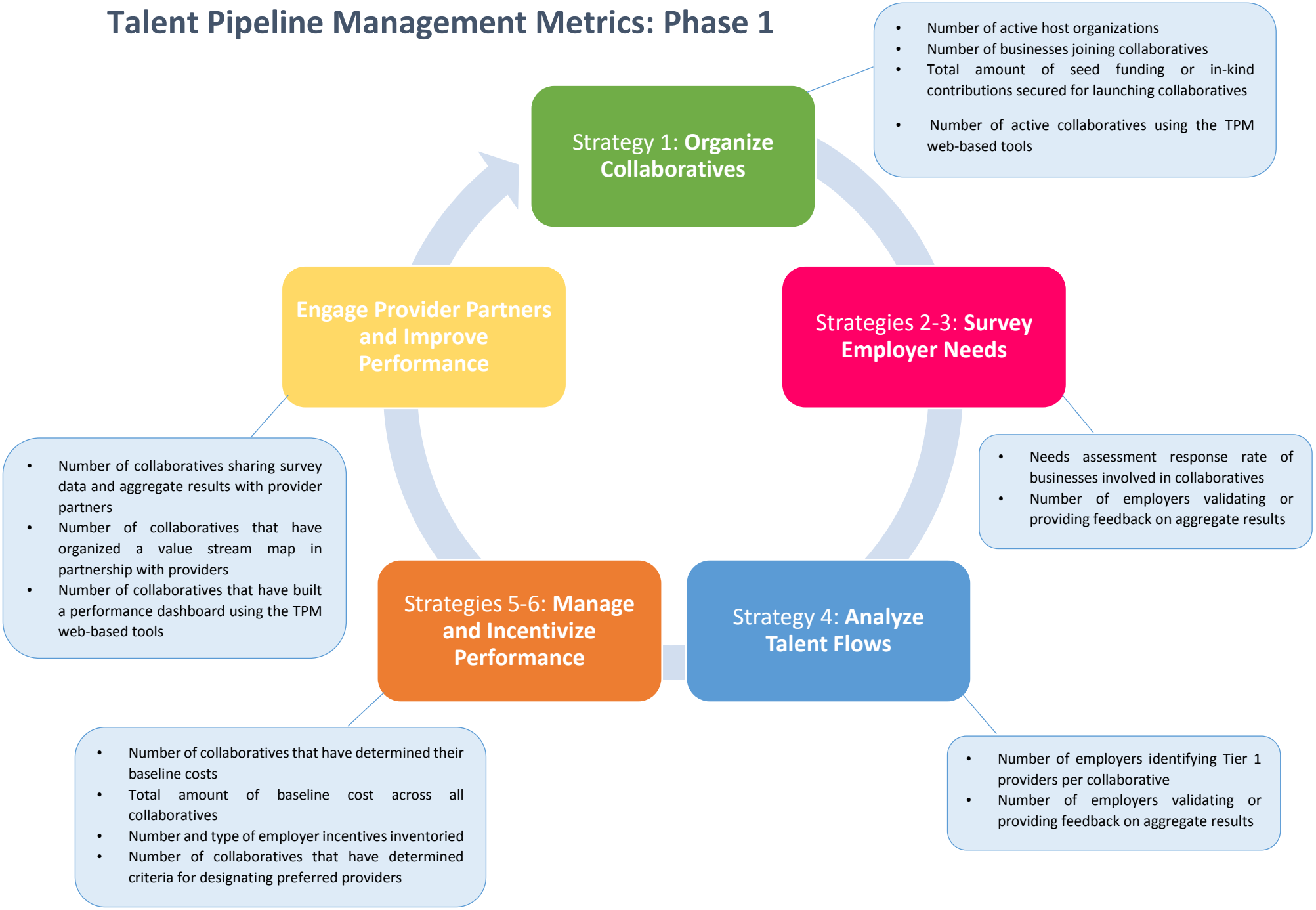Talent Pipeline Management Metrics: Phase 1