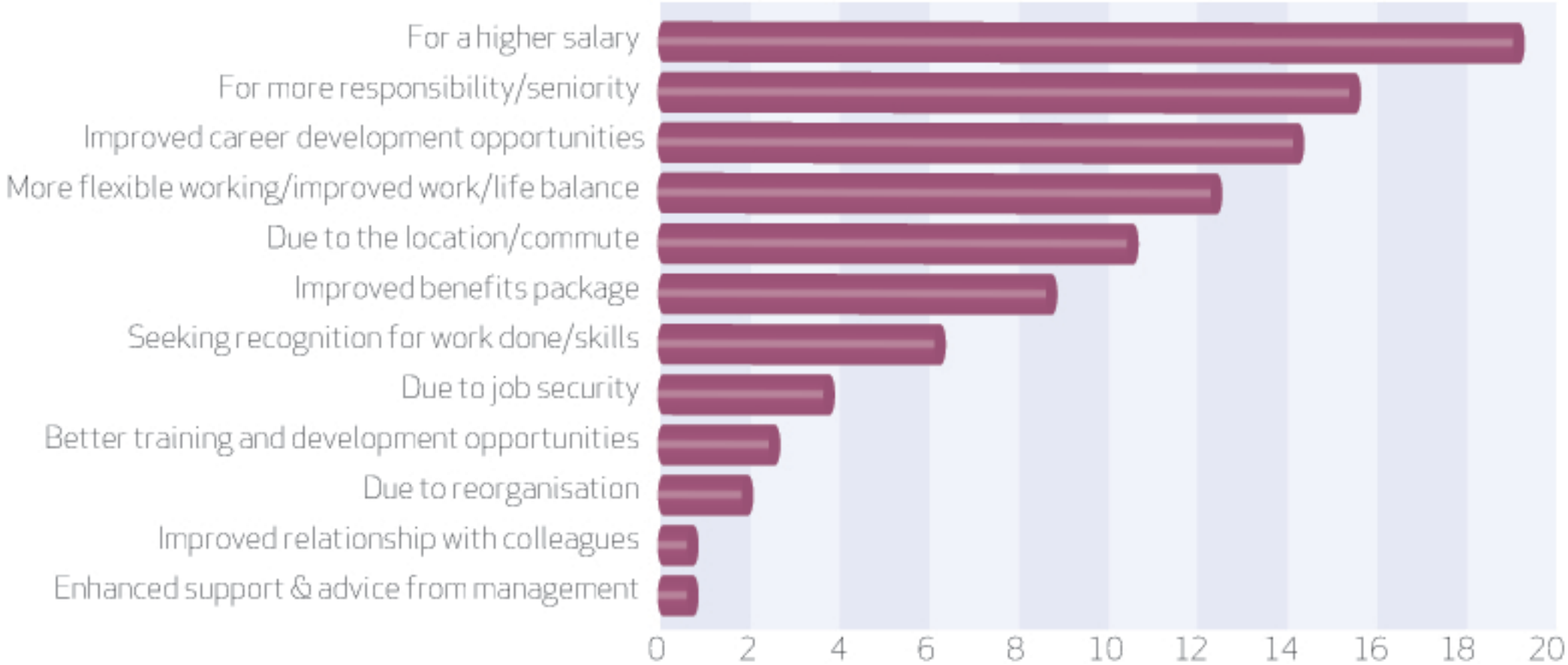Reasons behind the search for a new job