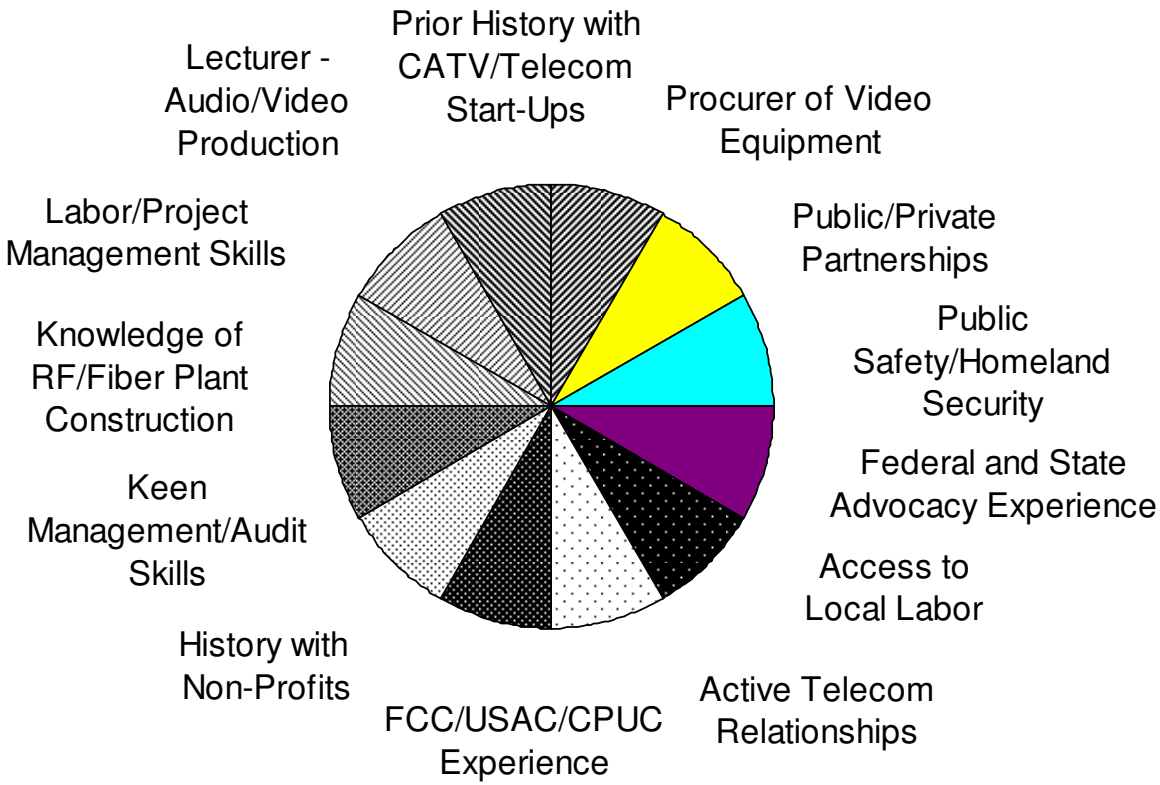John Risk
Skill-Set Alignment/Synergies