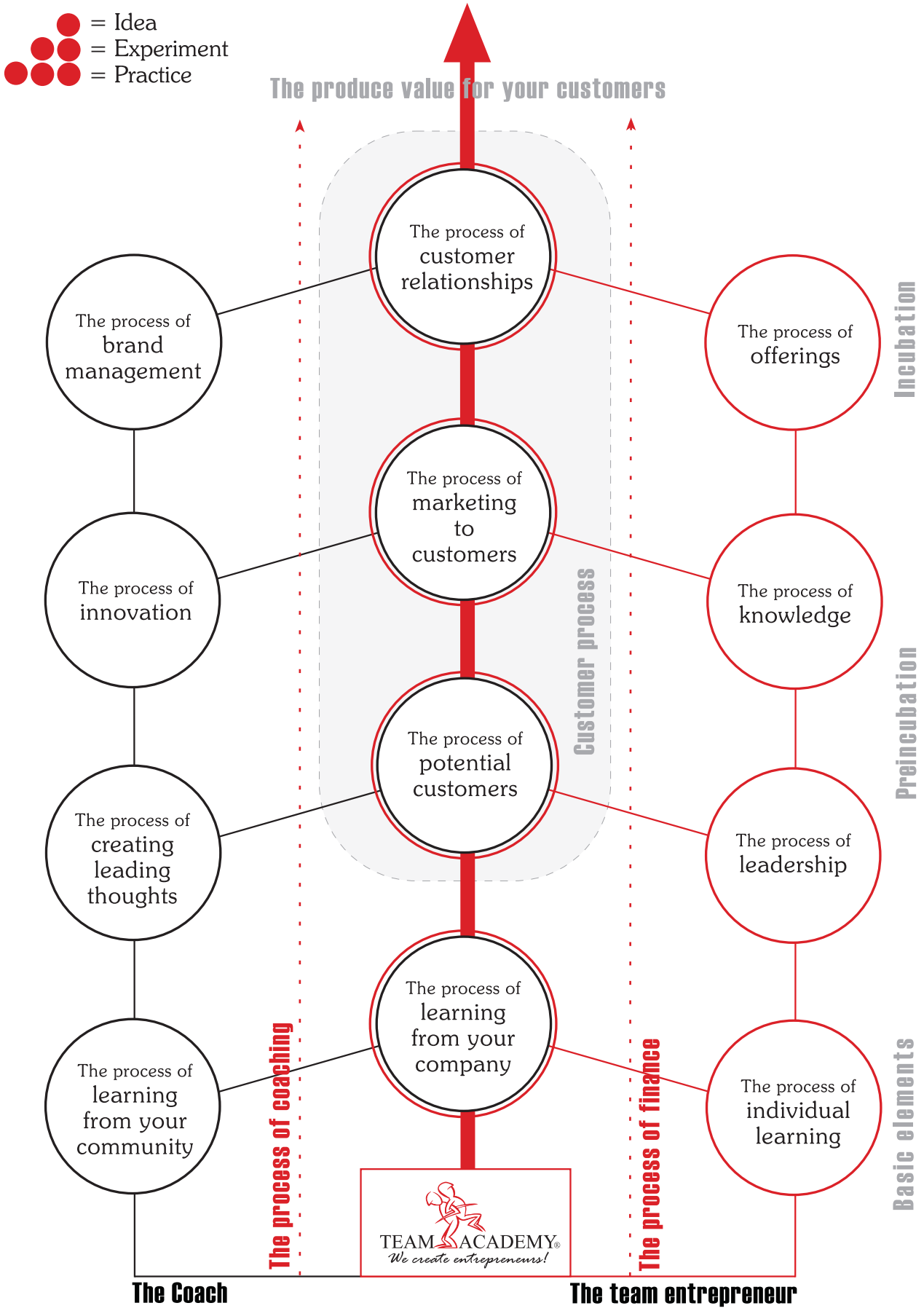
The process of creating enrepreneurs



© Timo Partanen