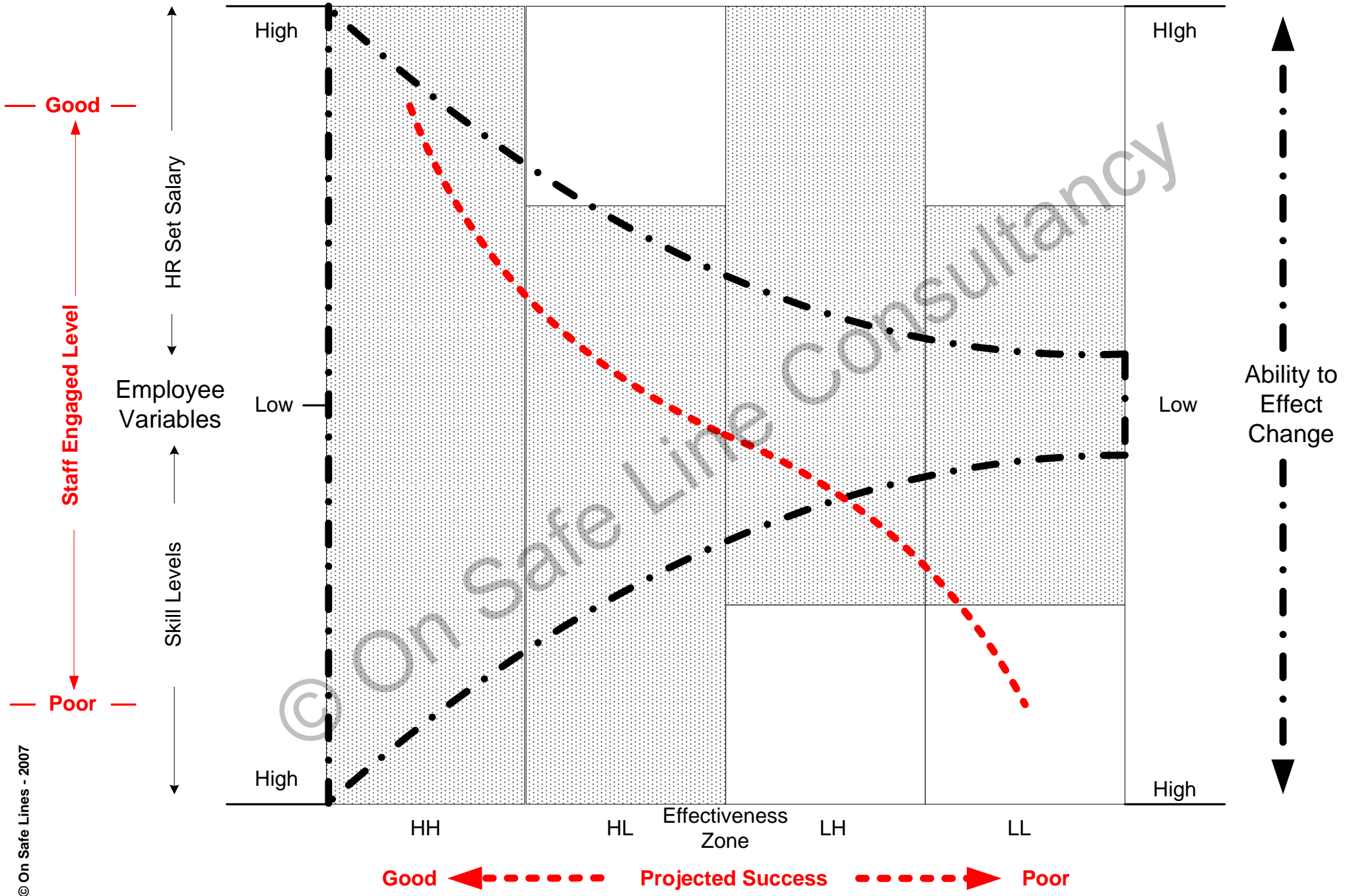


Theoretical Effectiveness Model (Salary v Skills)



Good ← ———— Projected Success ———— → Poor