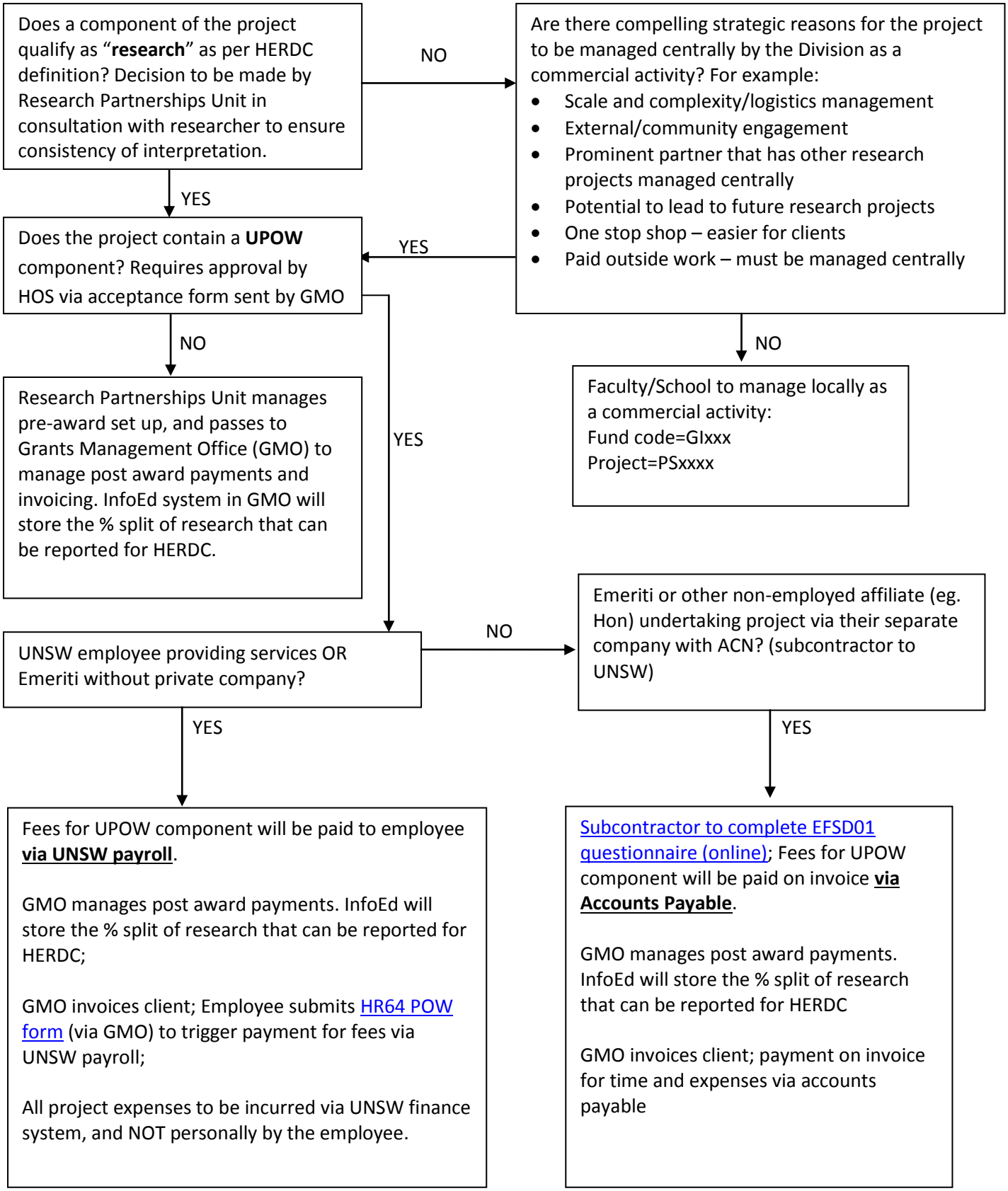CONSULTING & UNIVERSITY PAID OUTSIDE WORK (UPOW) DECISION TREE