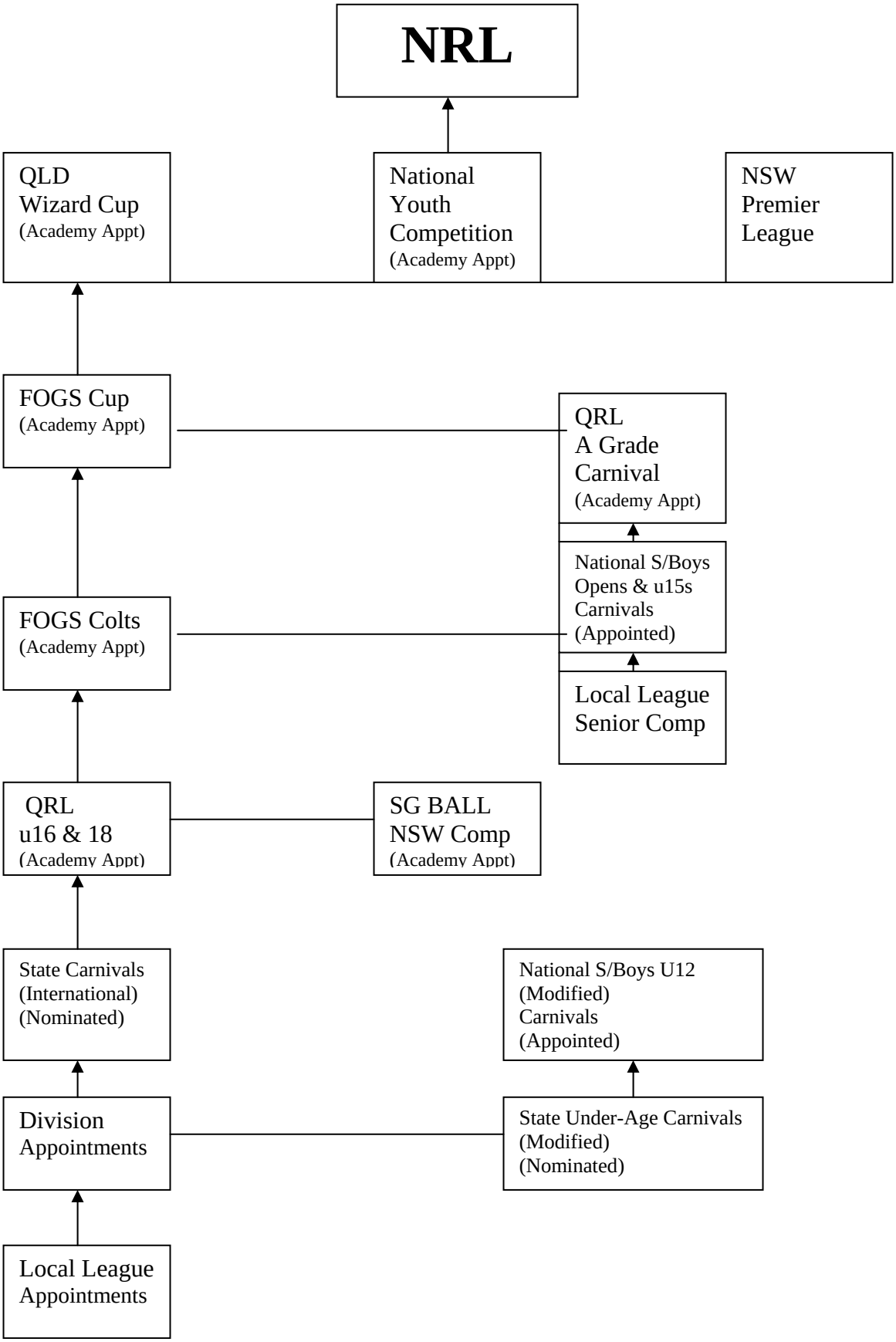Referee Career Path