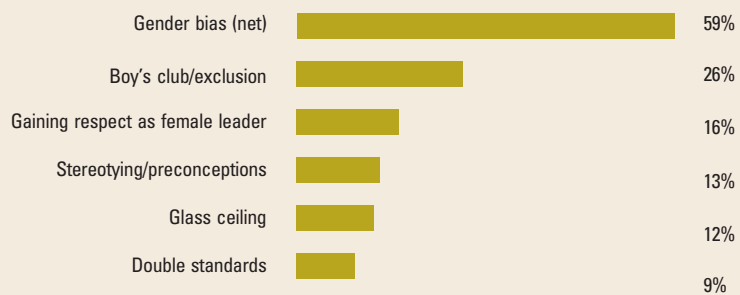


EXHIBIT 3
Barriers to Professional Success



Responses were open-ended.