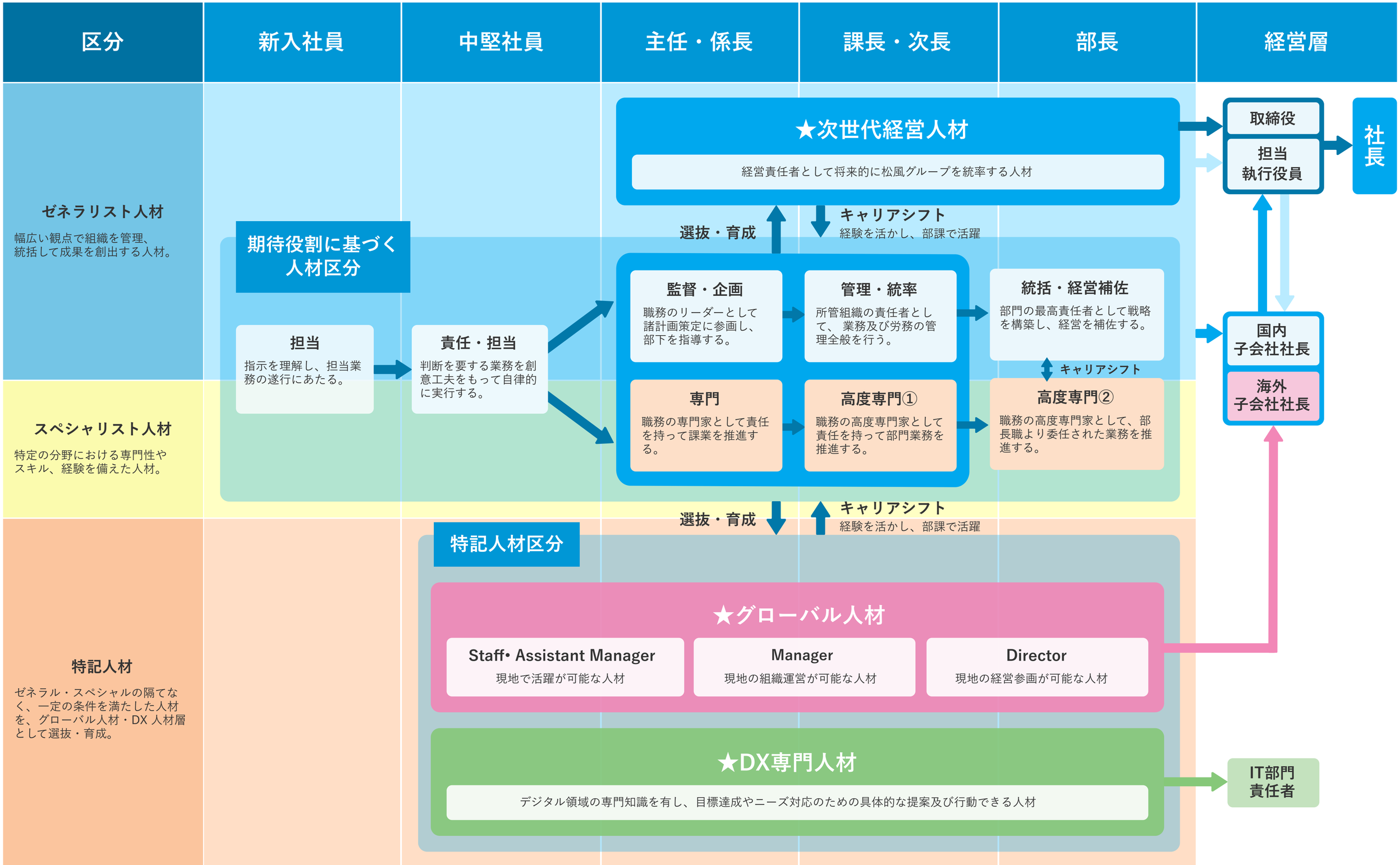松風のキャリアパス制度