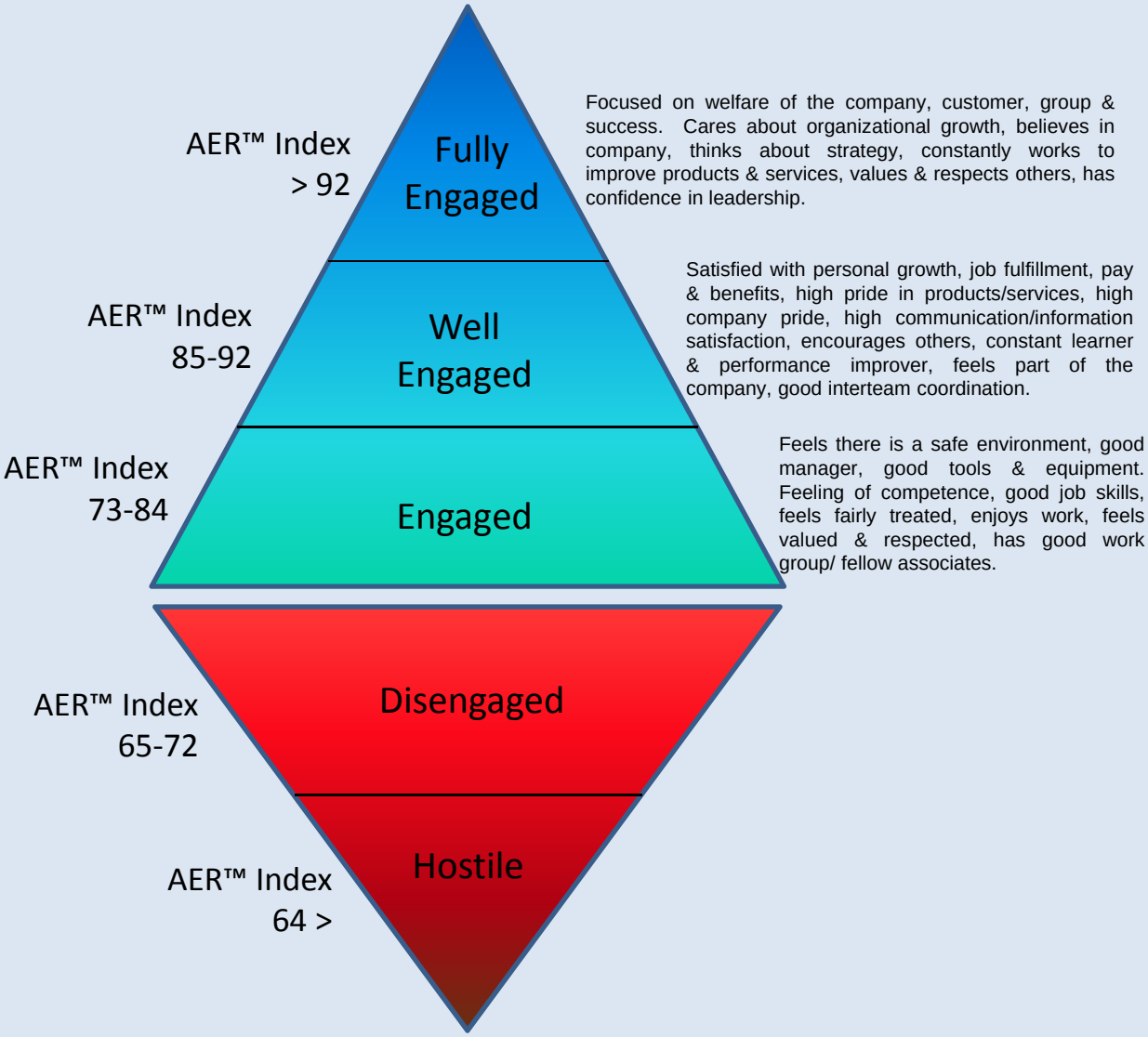Positive Employee Engagement Behaviors by AER™ Score