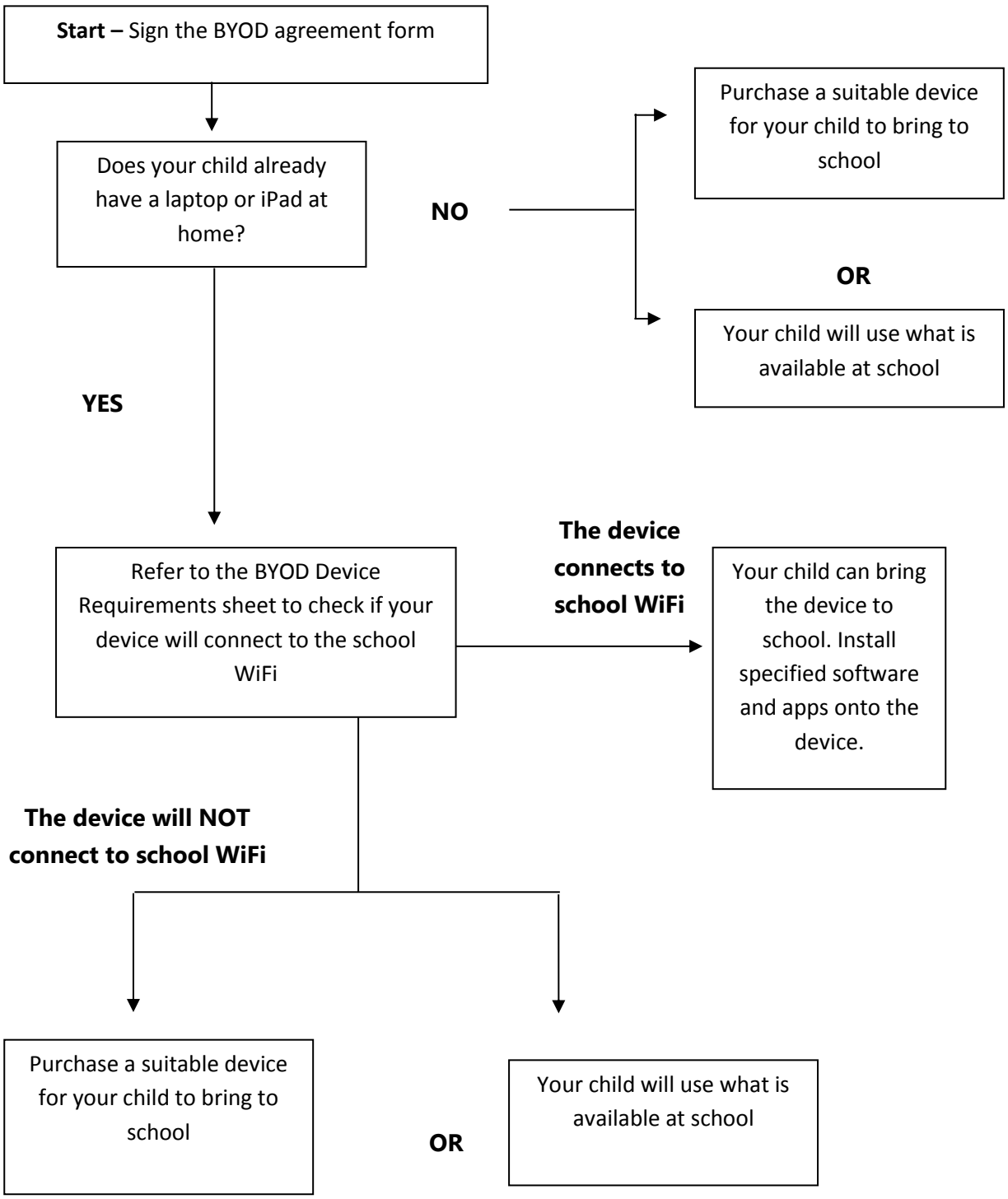Steps to BYOD