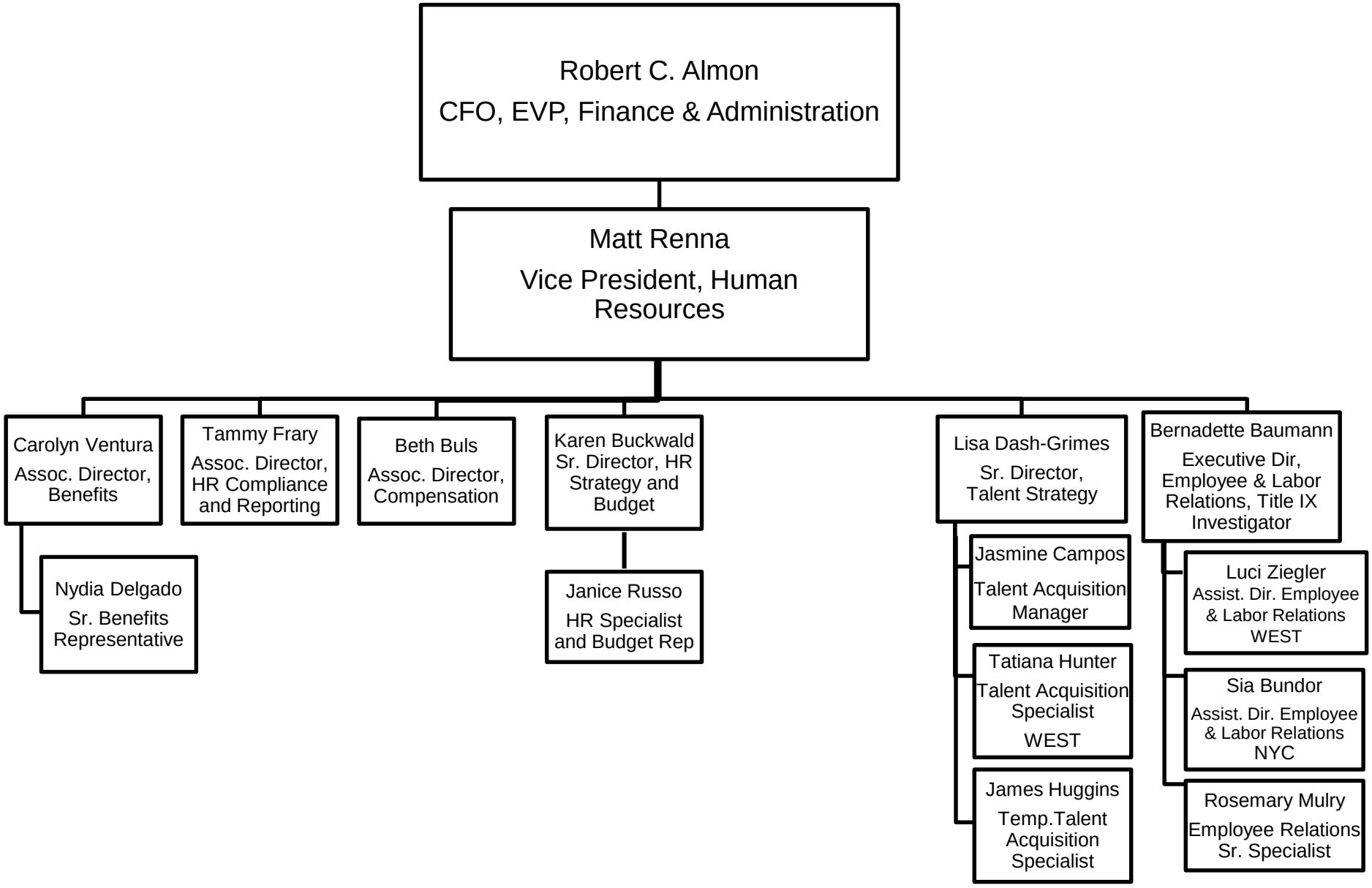Human Resources