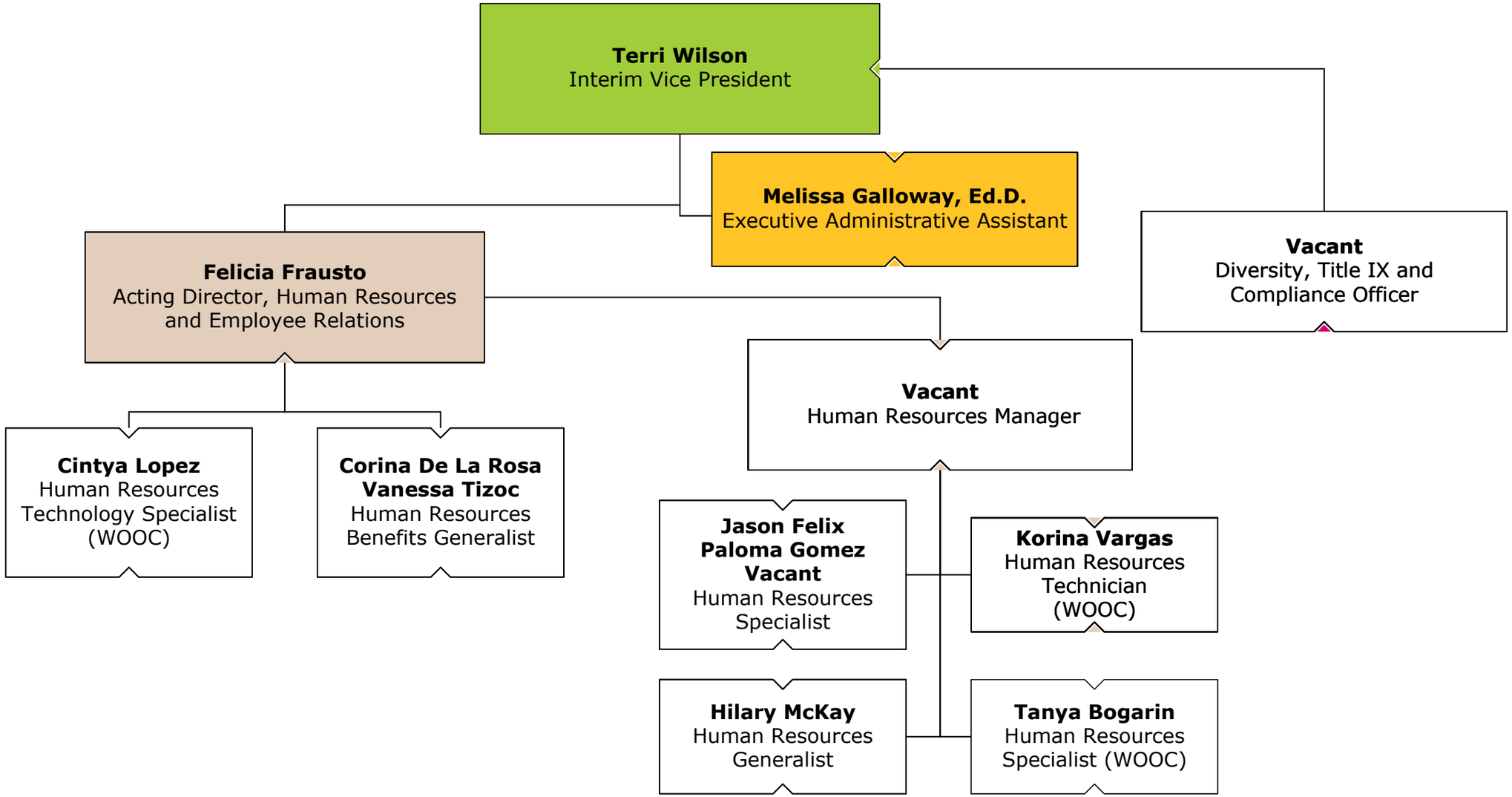Human Resources and Employee Relations