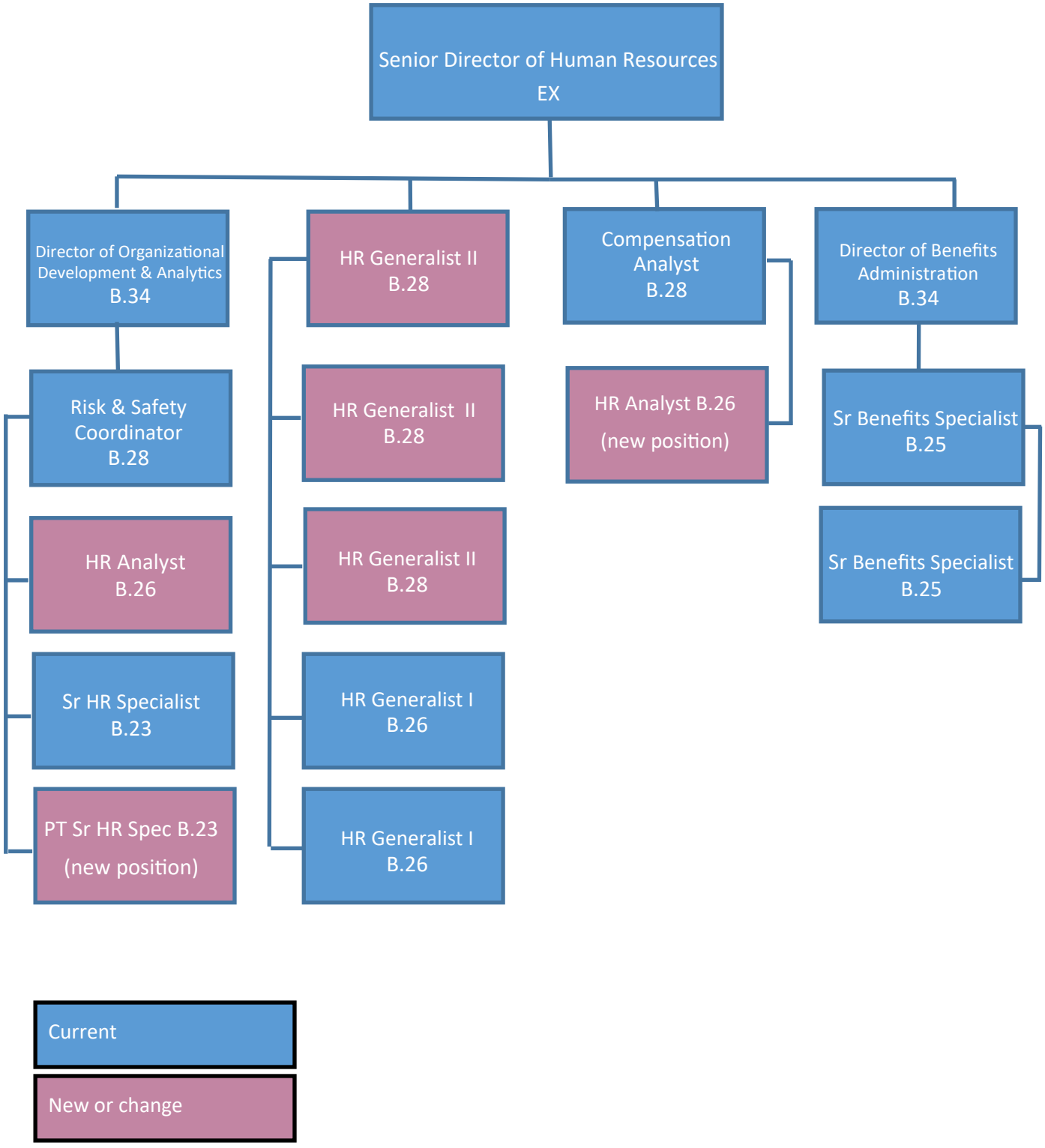HUMAN RESOURCES