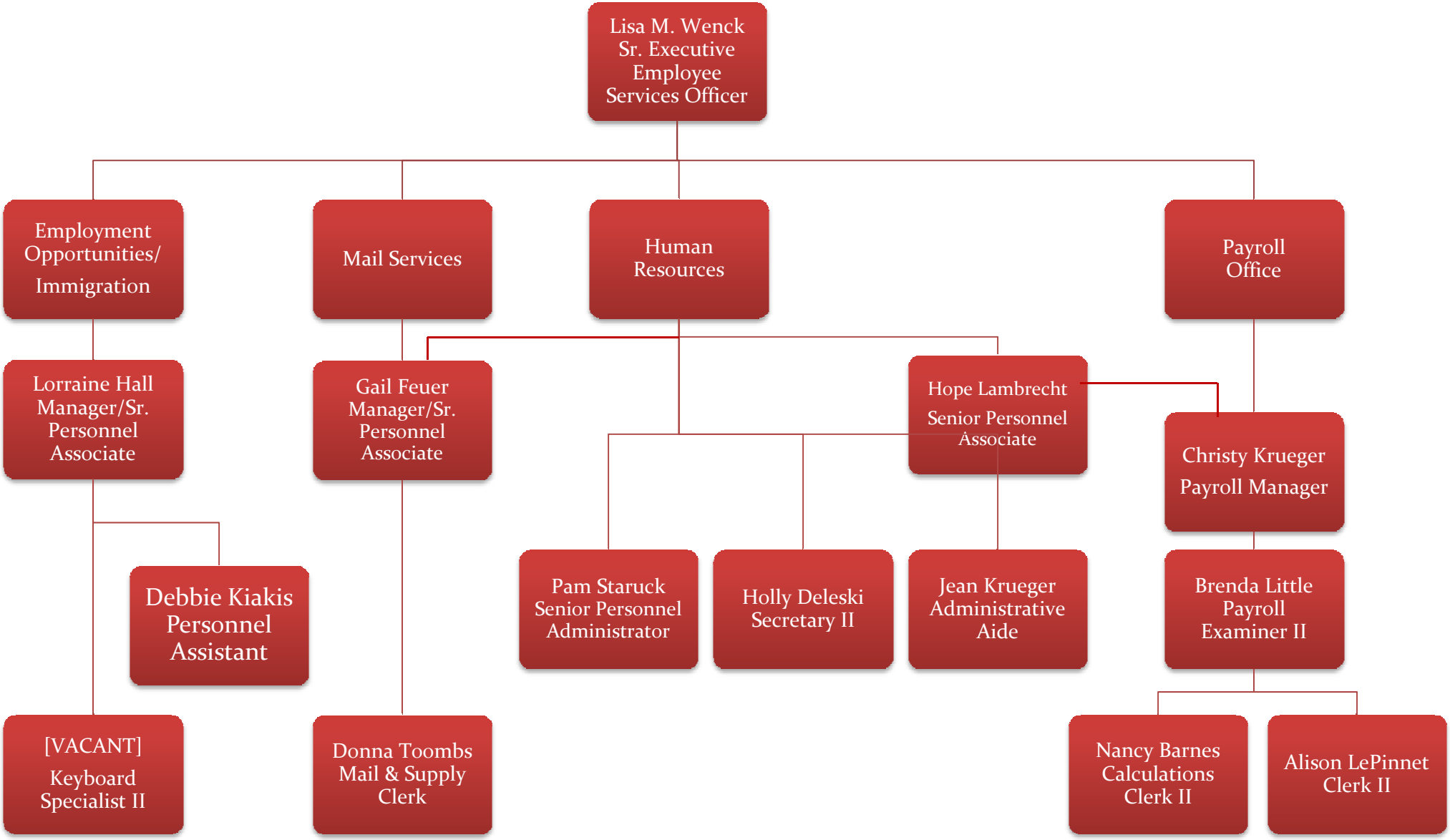Employee Services