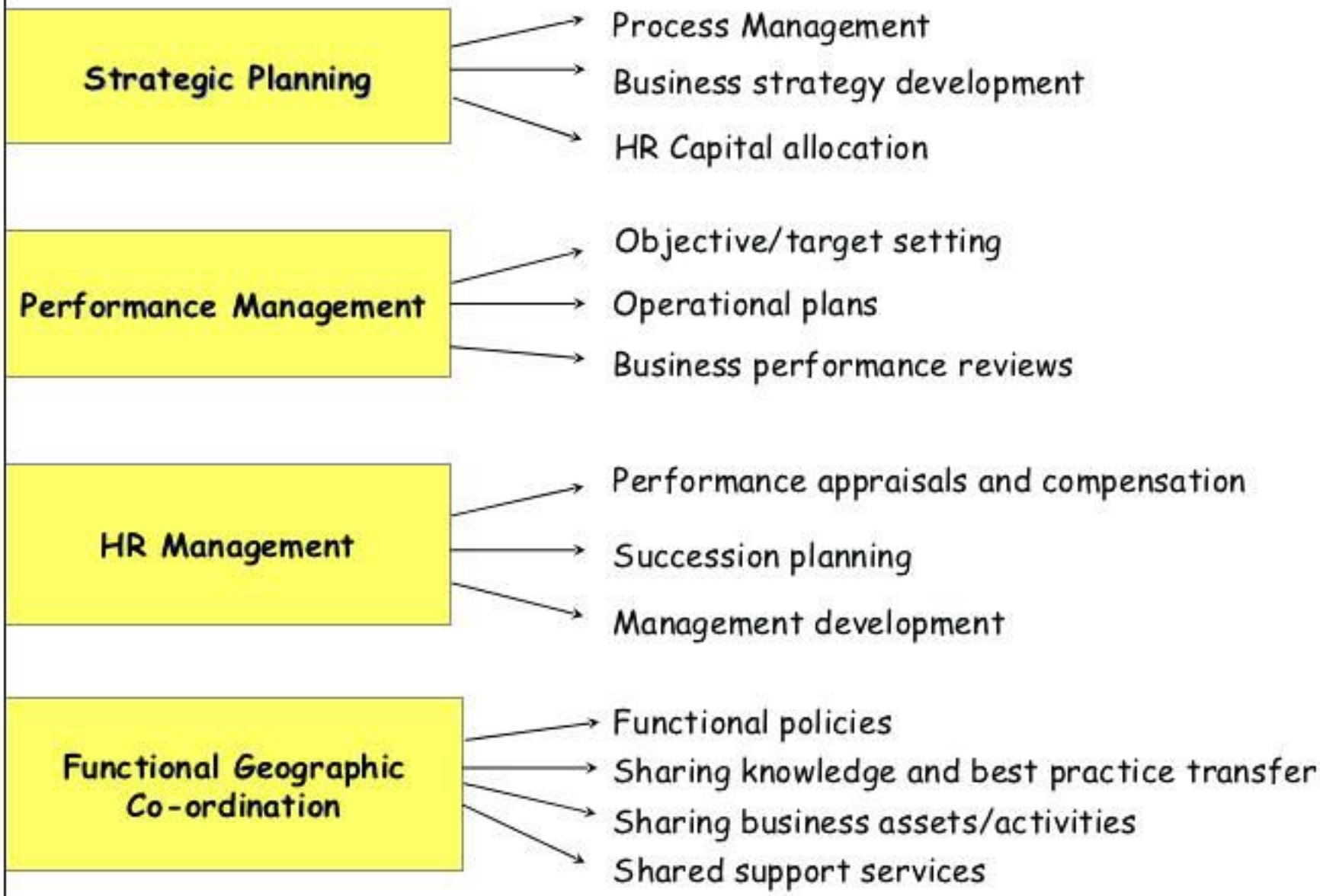HR's BUSINESS INVOLVEMENT