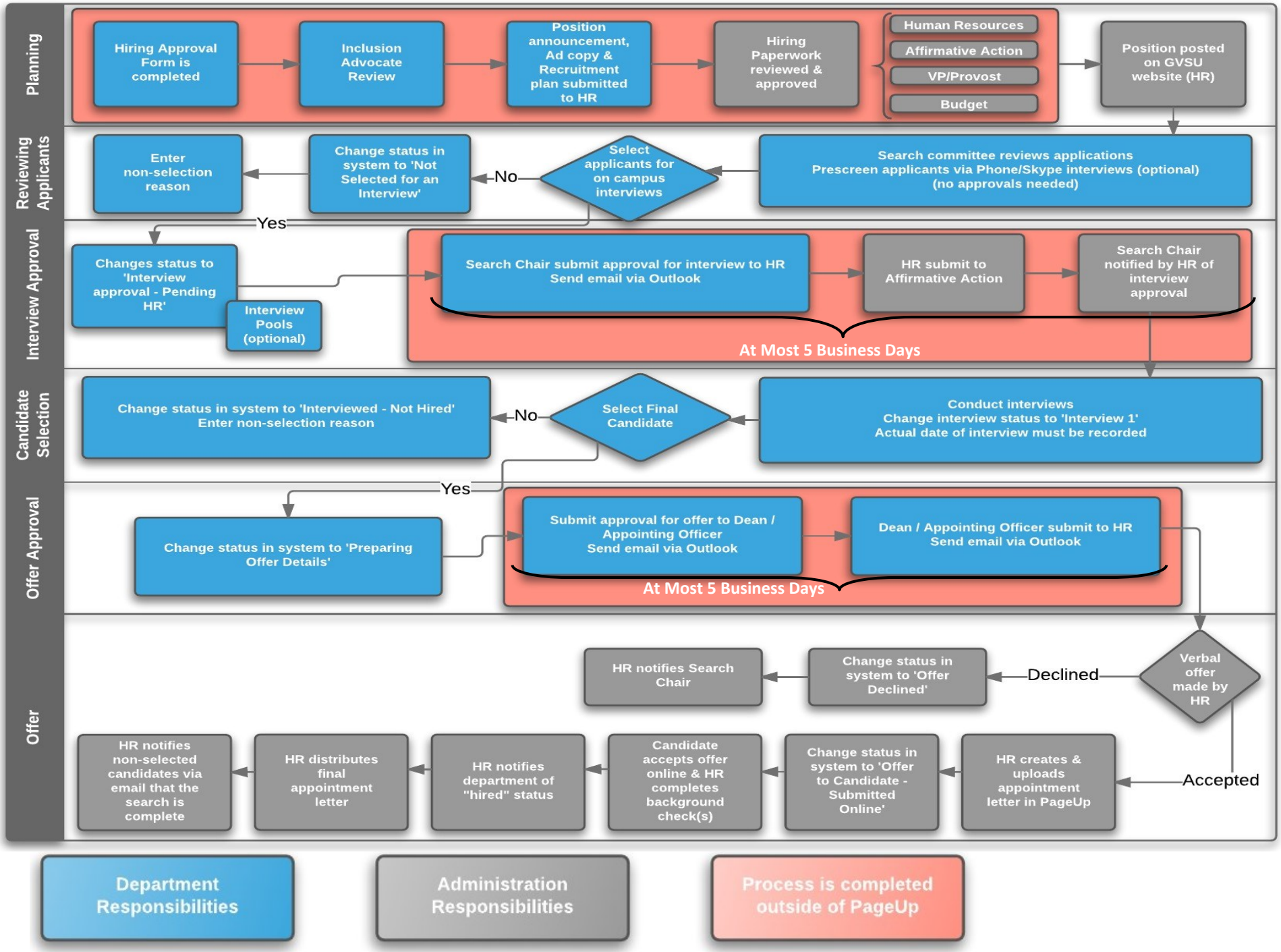Hourly Employment Process