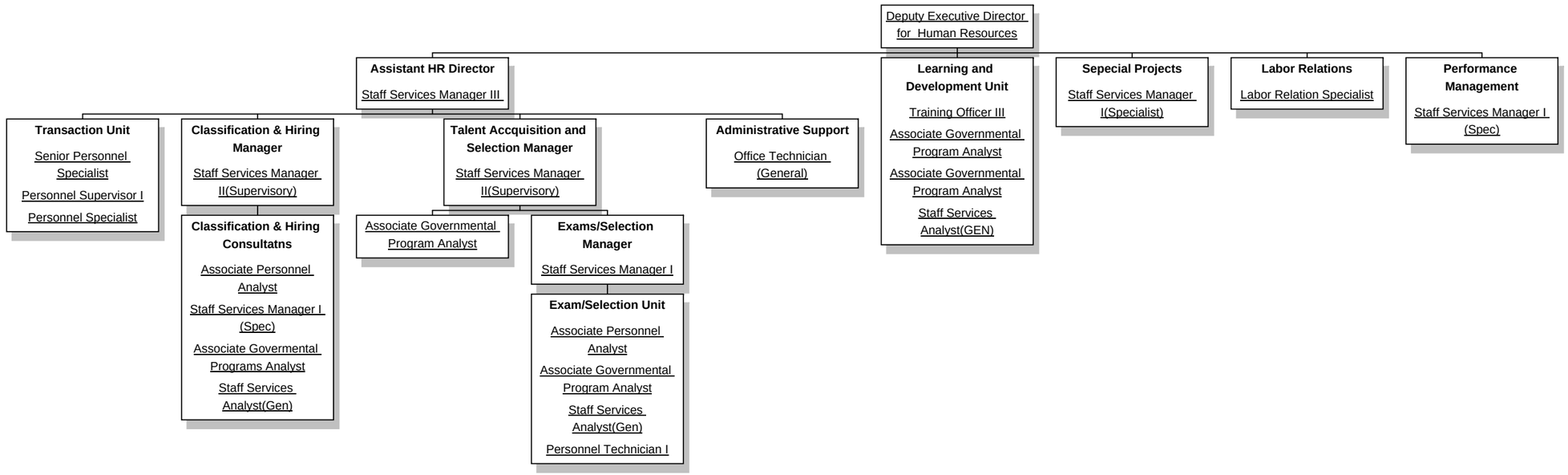HUMAN RESOURCES DIVISION(January 1, 2018)