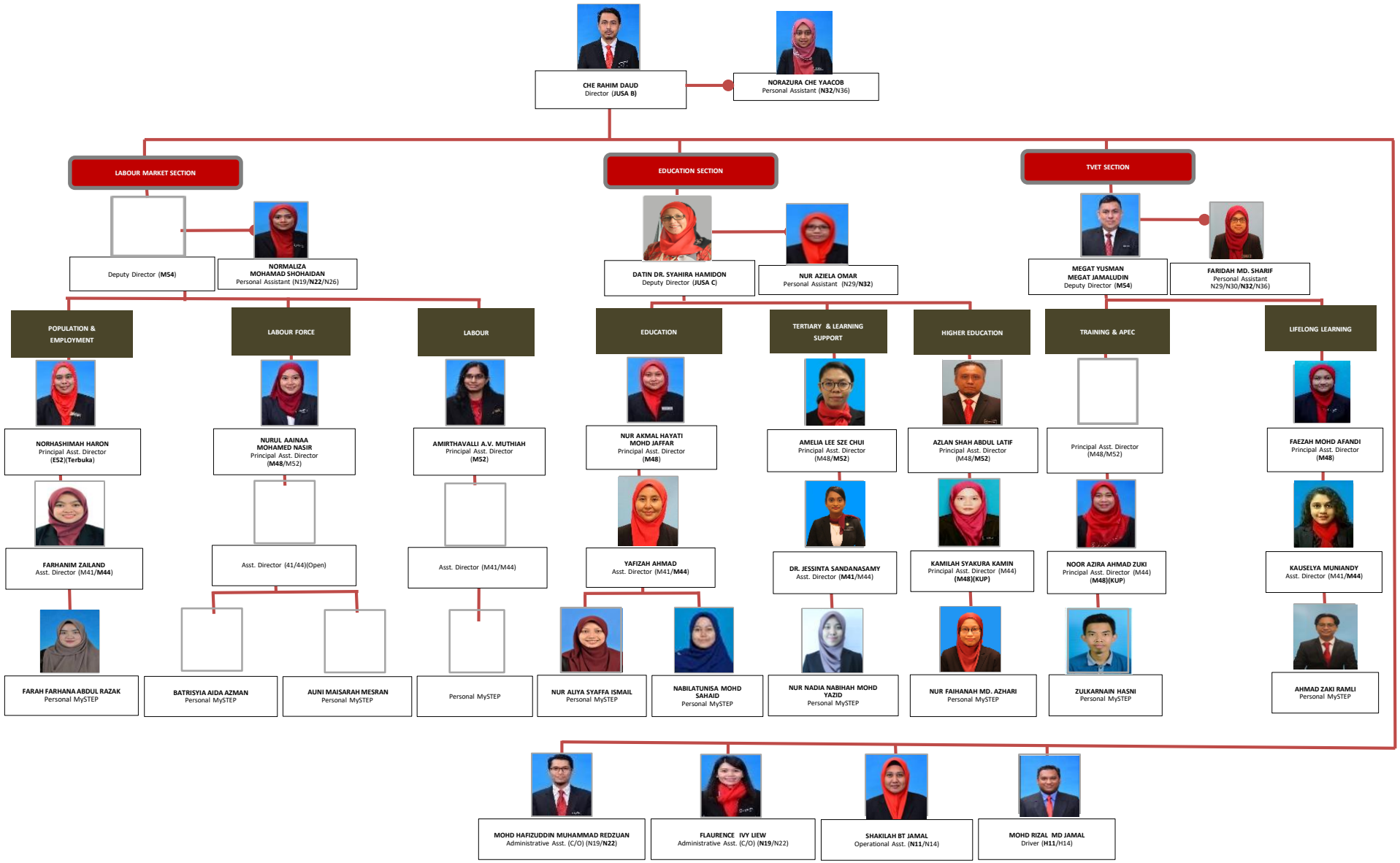HUMAN CAPITAL DEVELOPMENT DIVISION