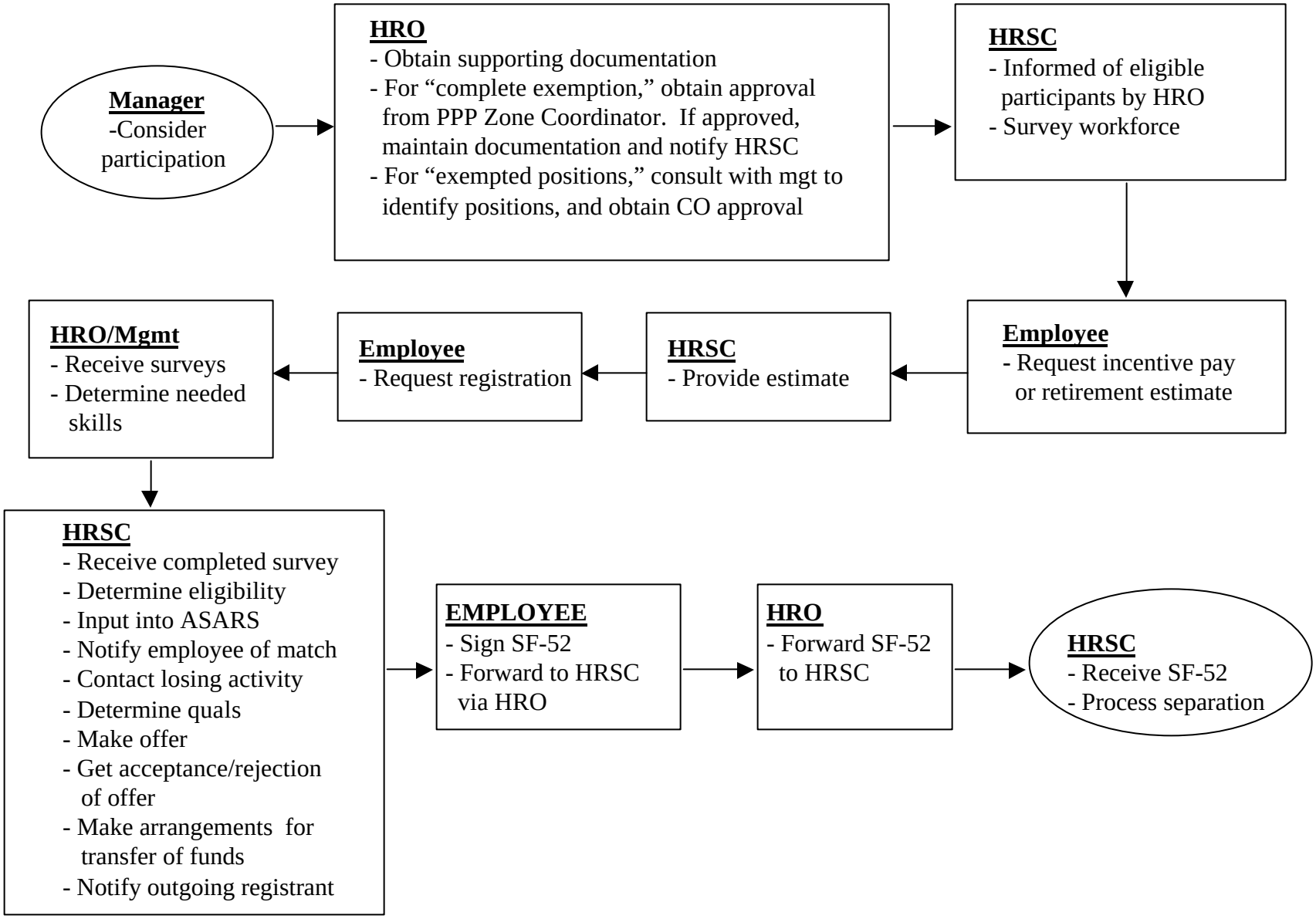A5.22 - Execute Outplacement Programs Phase II VSIP