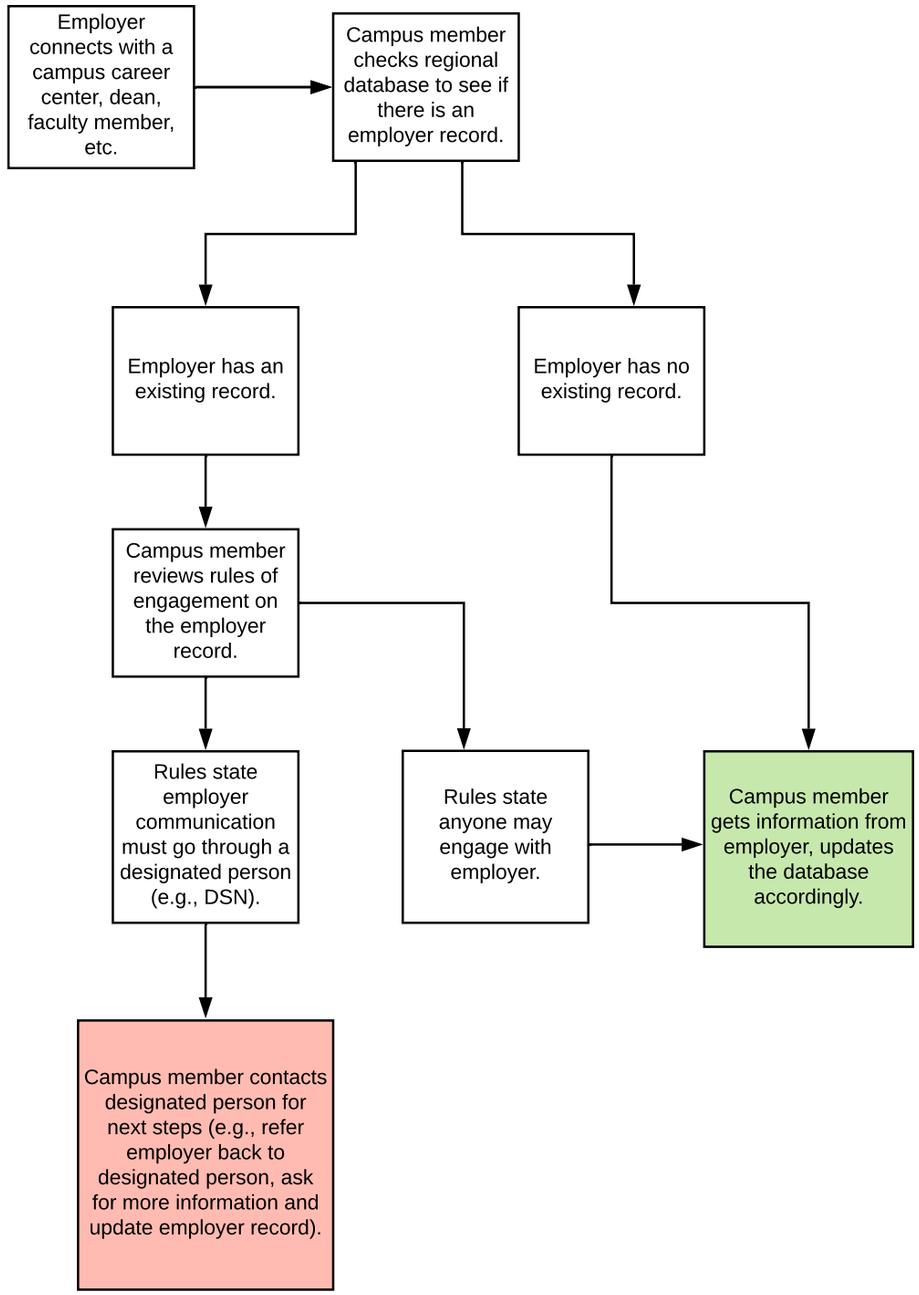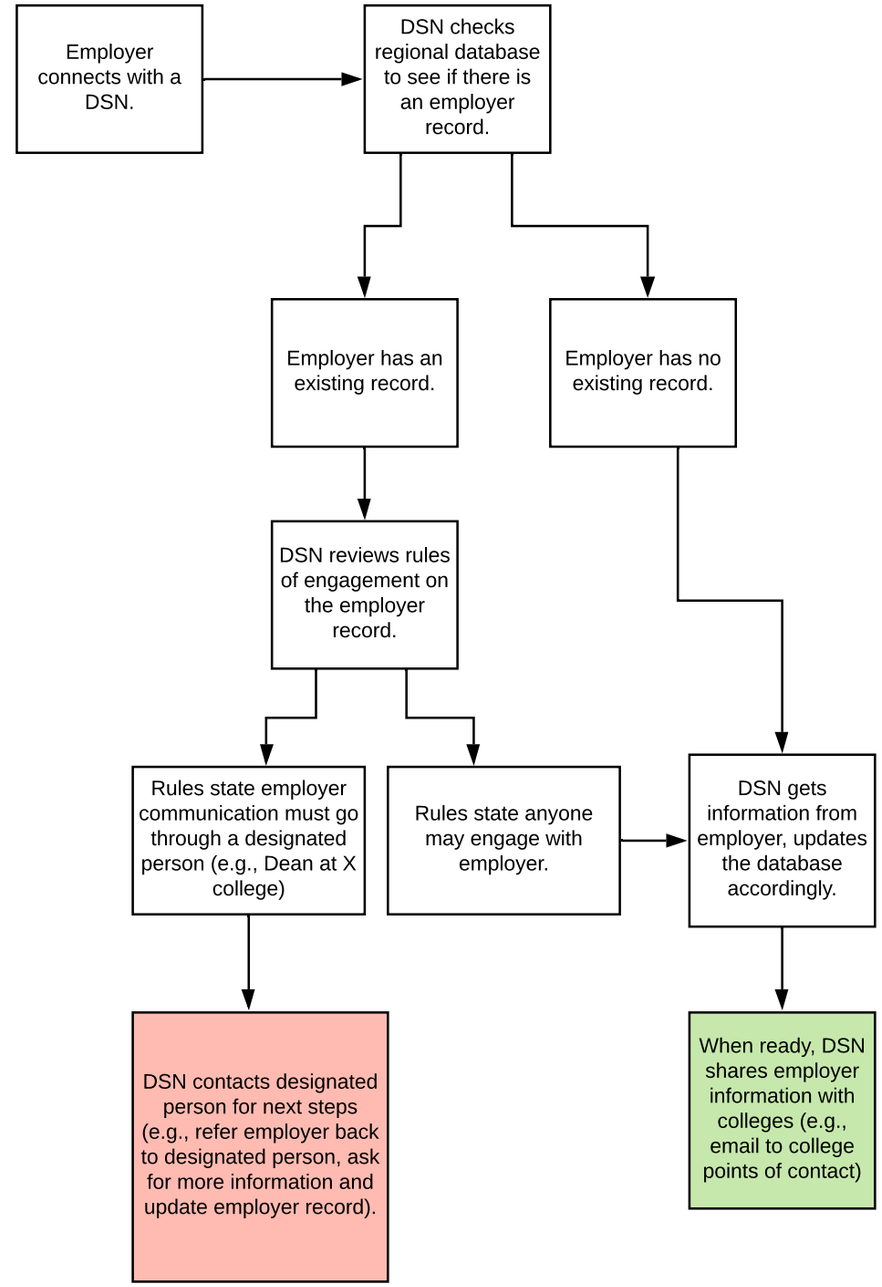Employer Engagement Process Maps v1