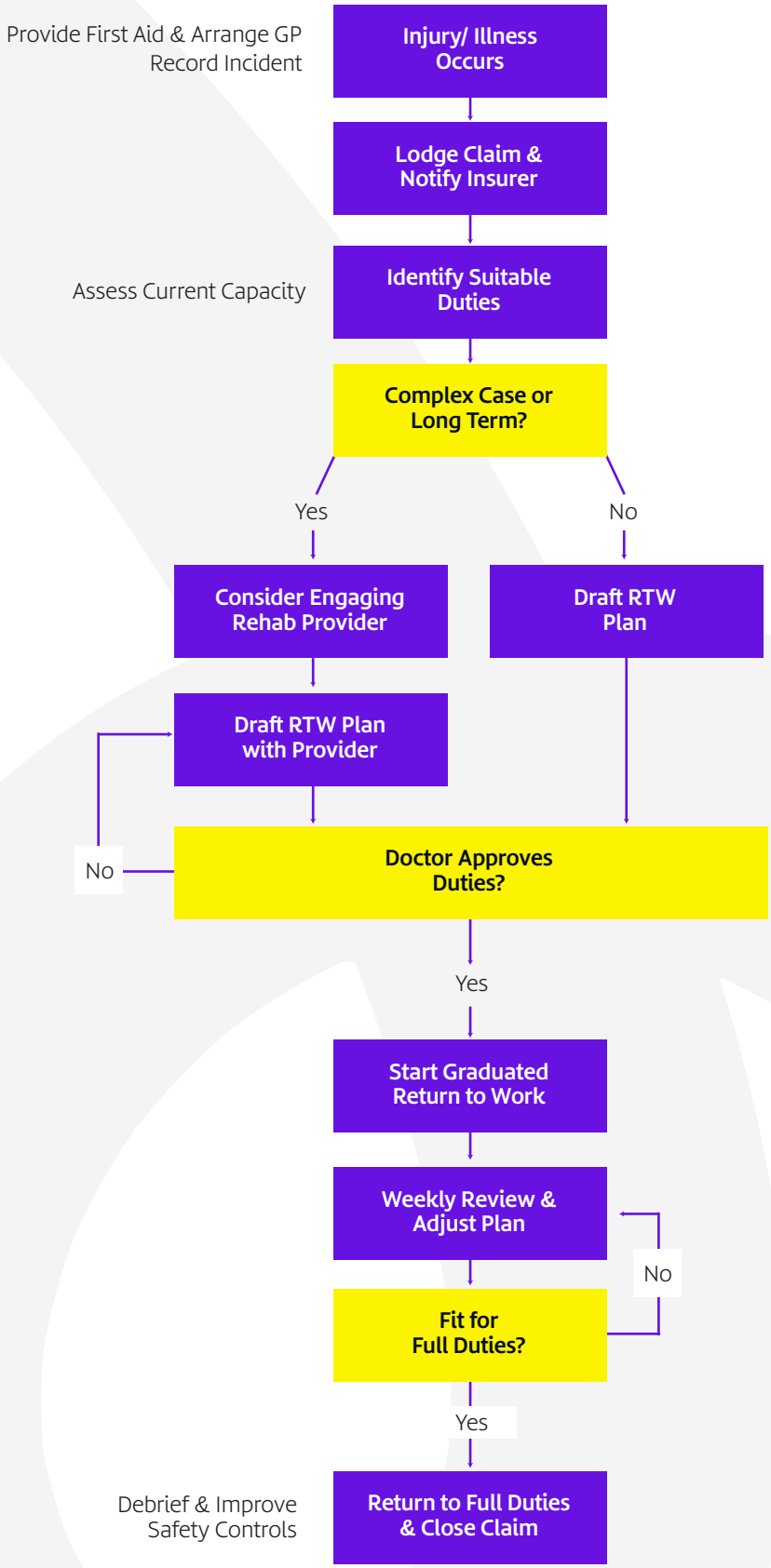Return-to-Work Process