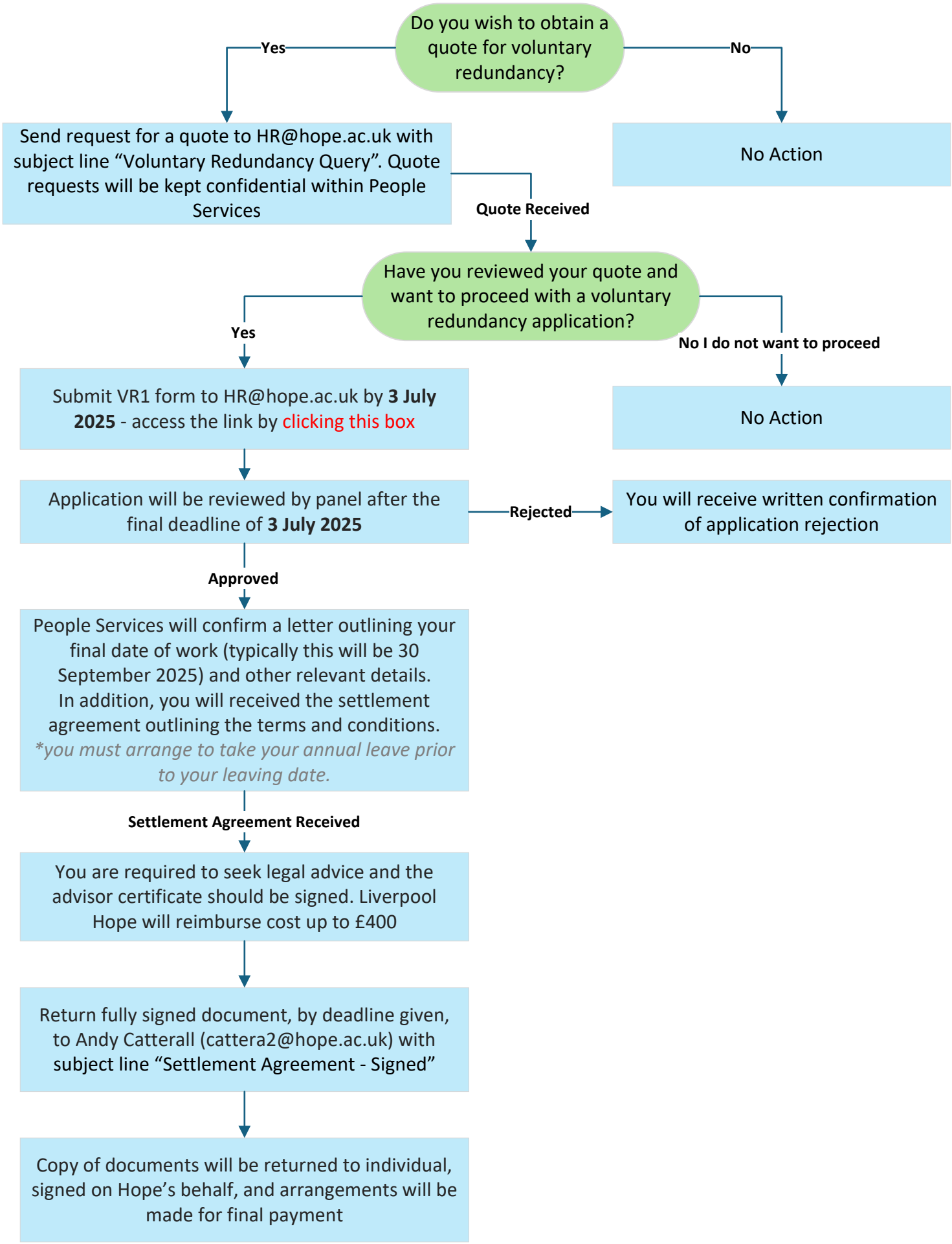# Voluntary Redundancy