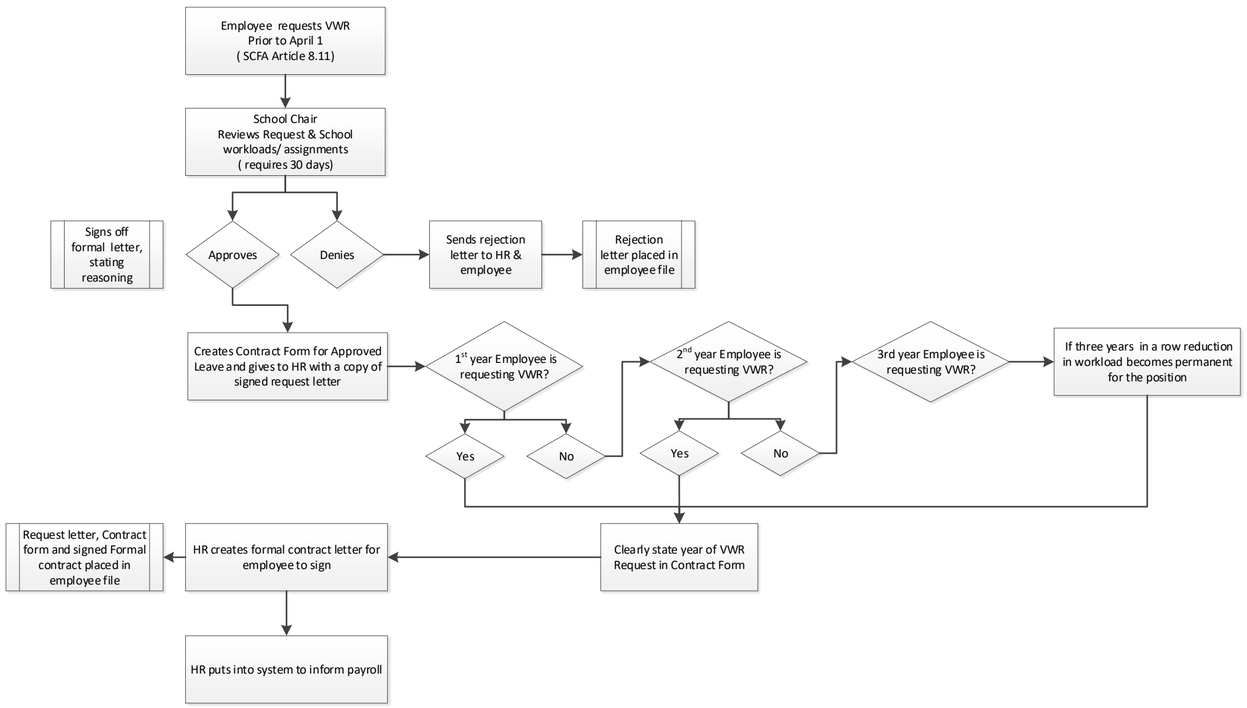Voluntary Work Load Reduction Process