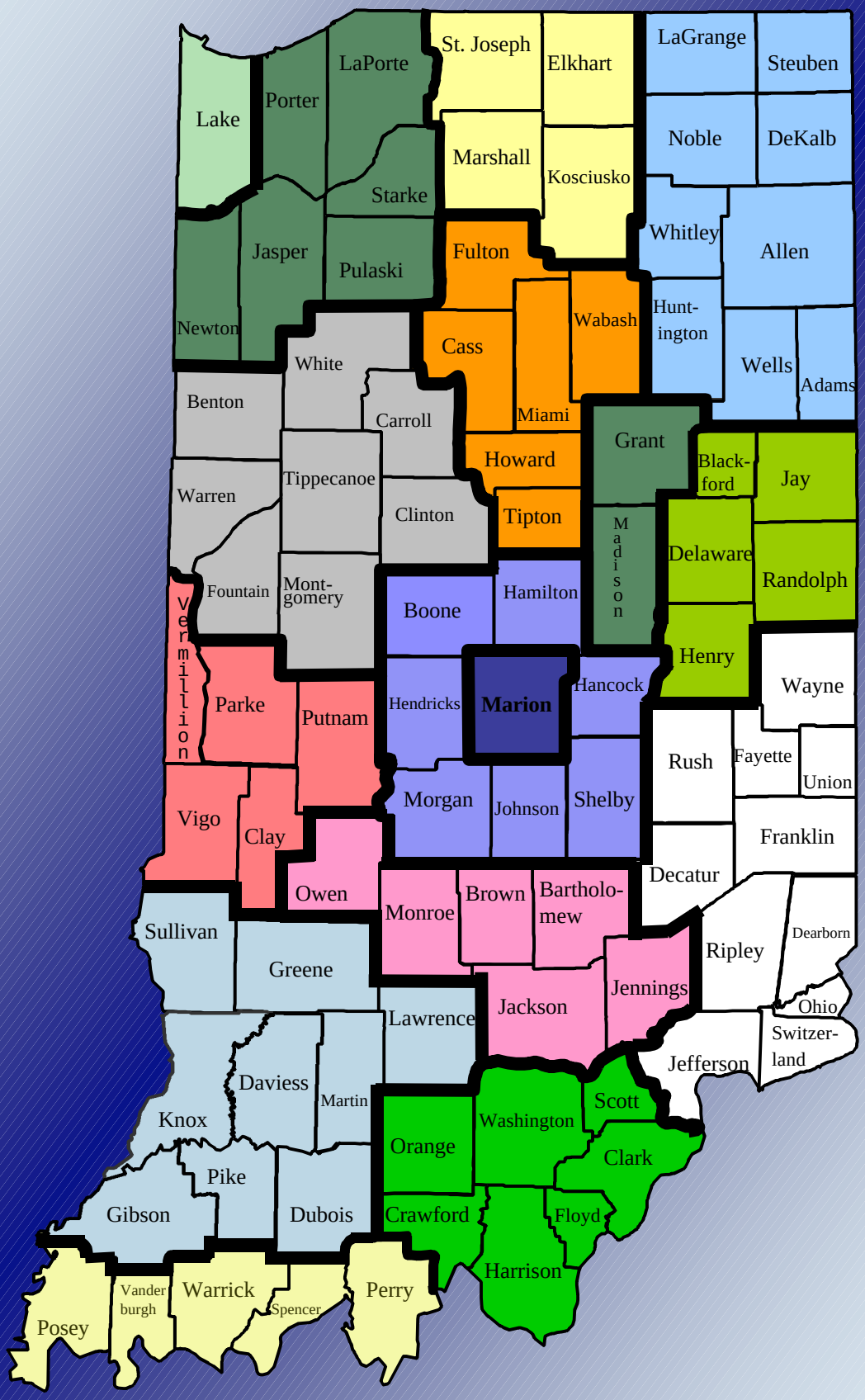Workforce Service Areas