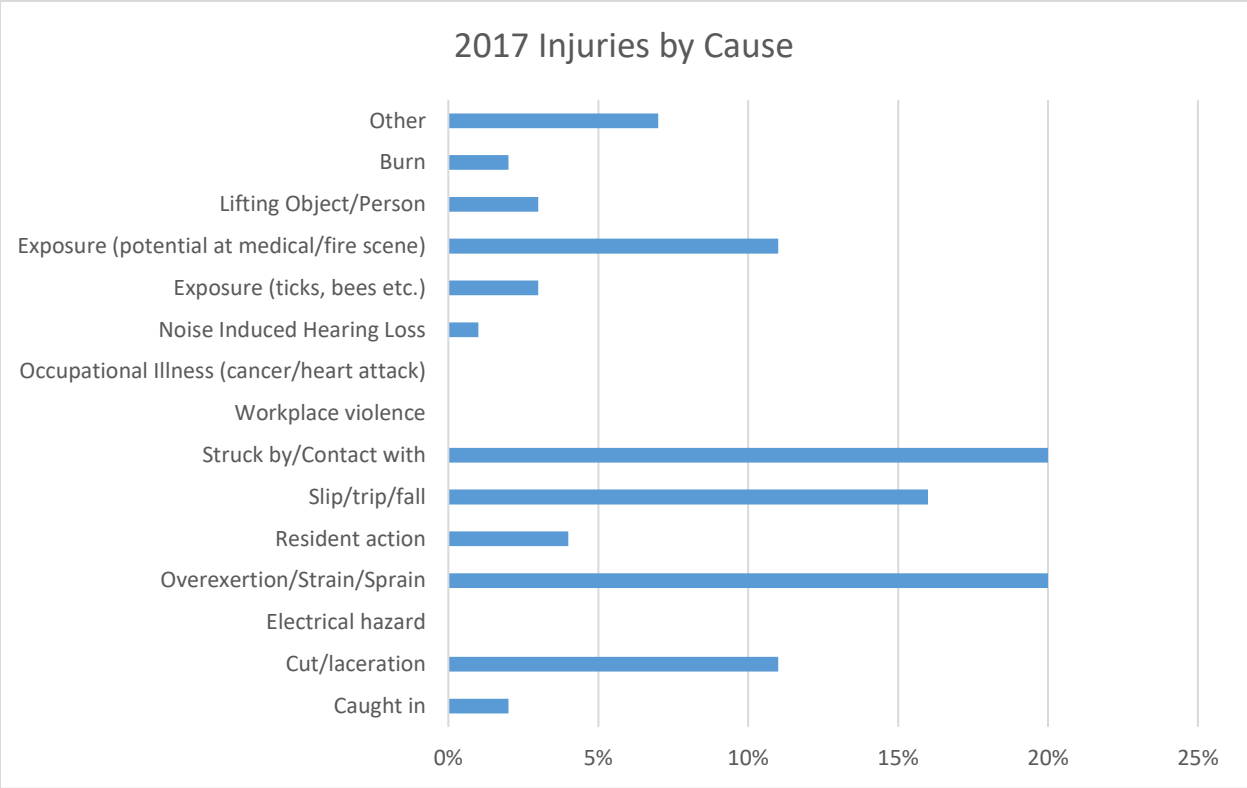Report: CS-HR-01-2018 Attachment 4