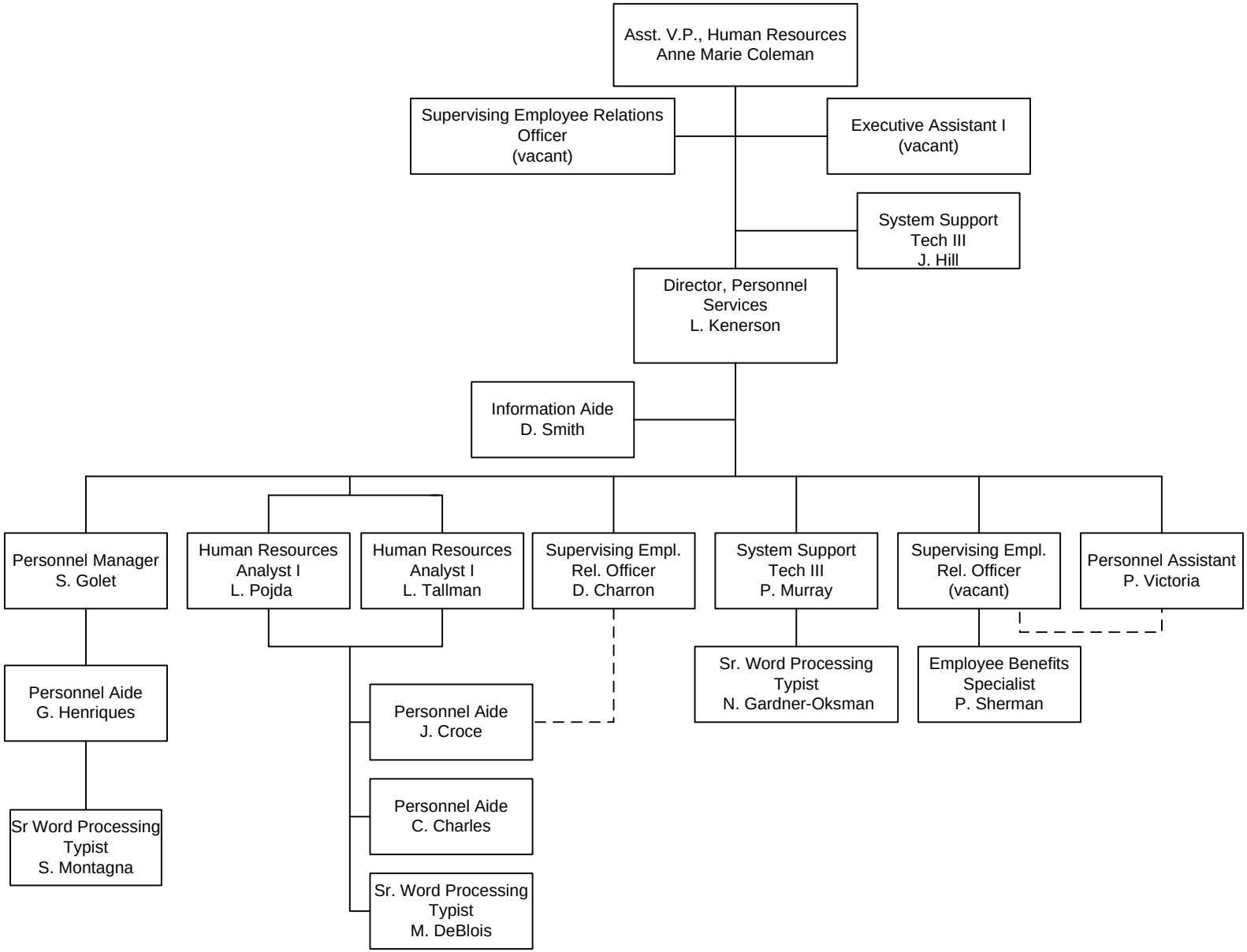Office of Human Resource Administration 2008