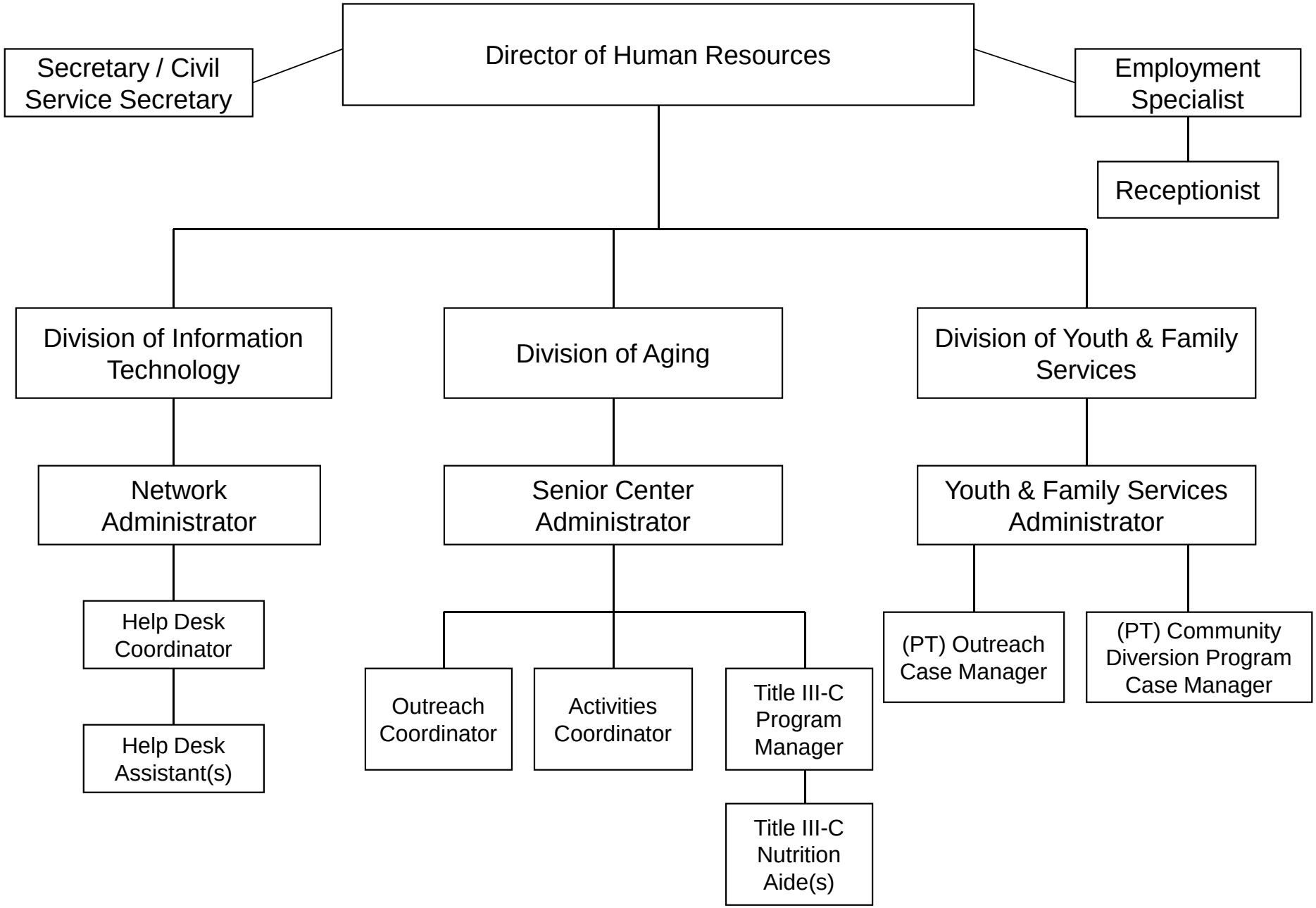167.99(a) DEPARTMENT OF HUMAN RESOURCES