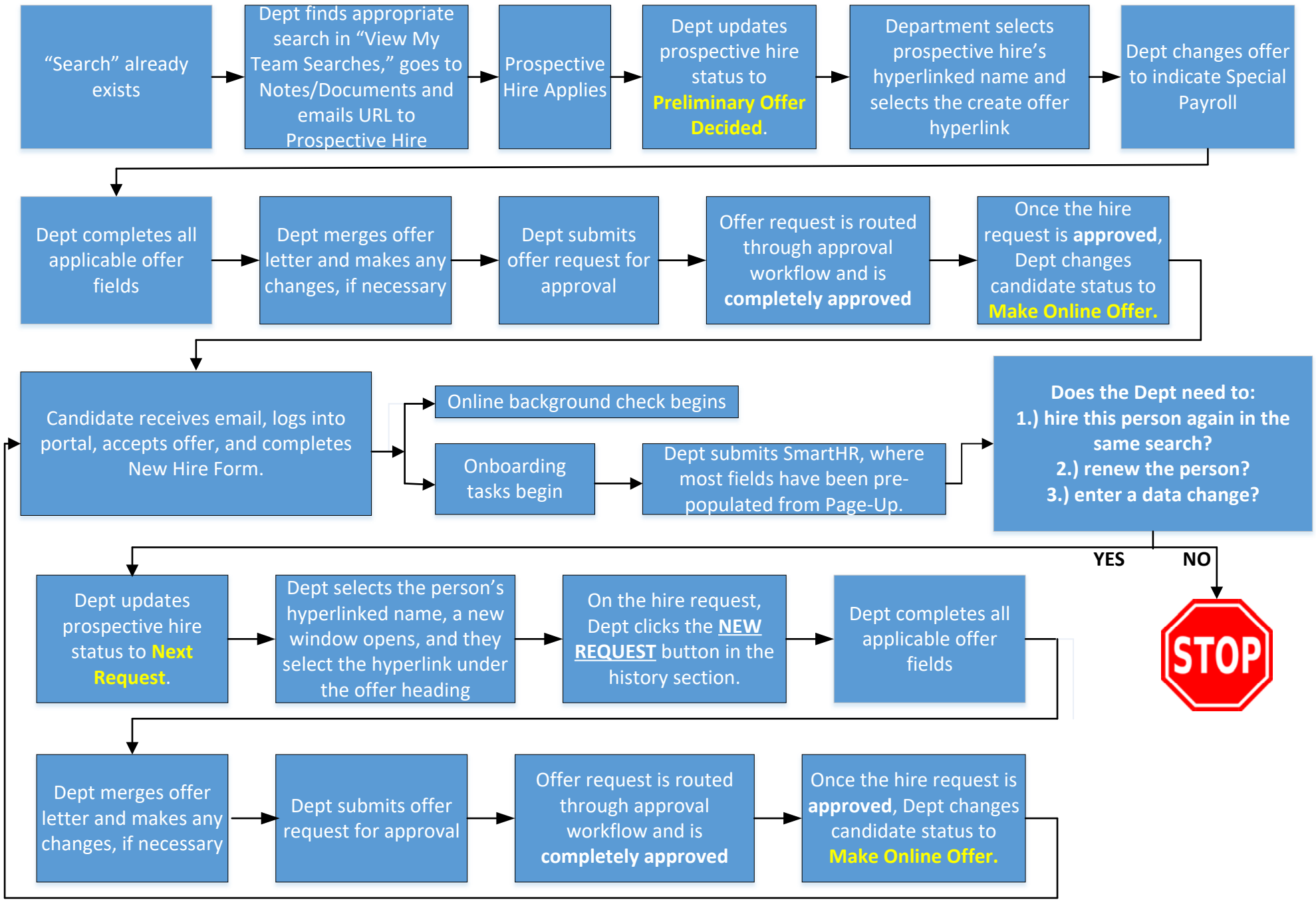Special Payroll Workflow