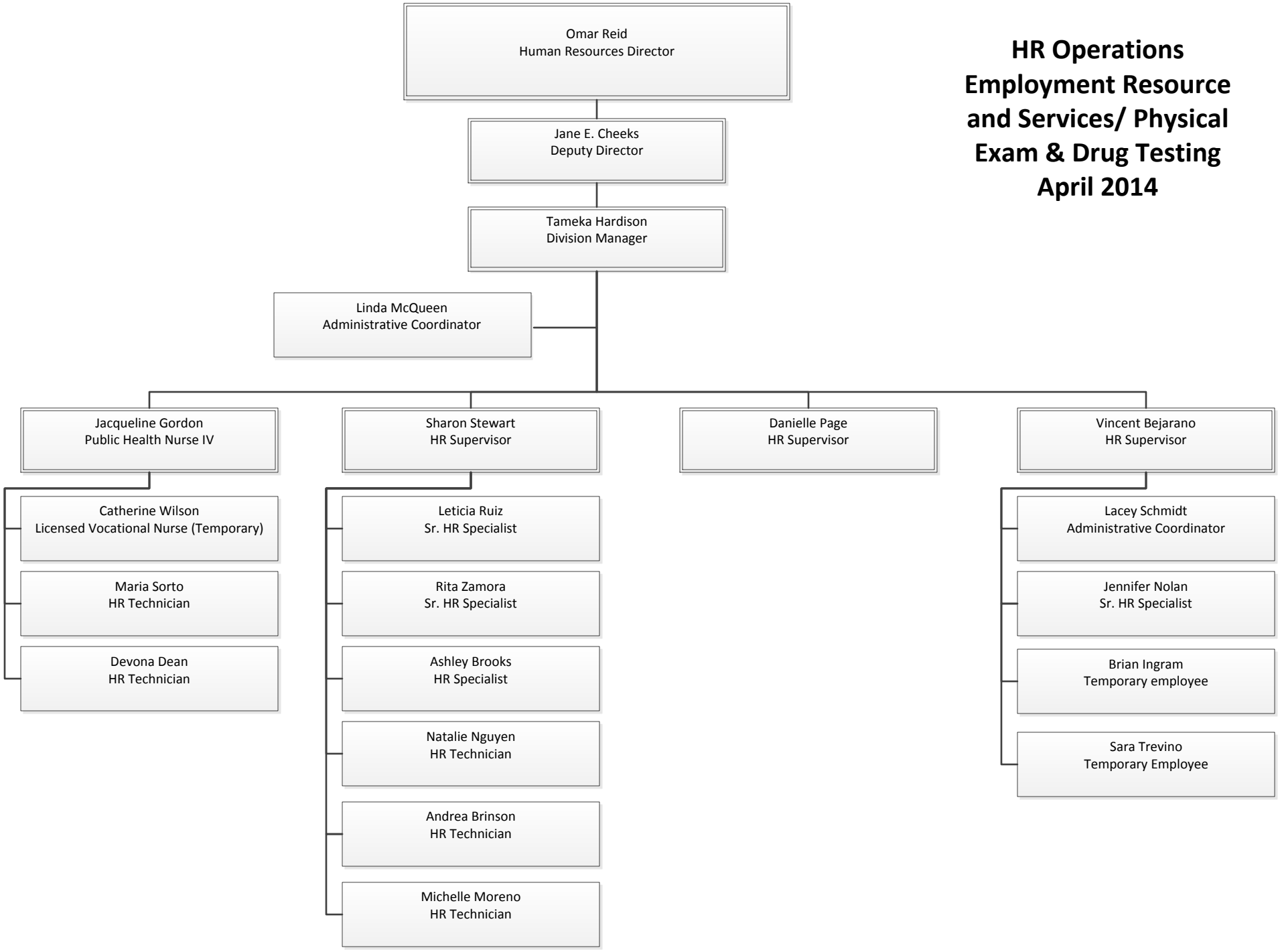HR Operations Employment Resource and Services/ Physical Exam & Drug Testing April 2014