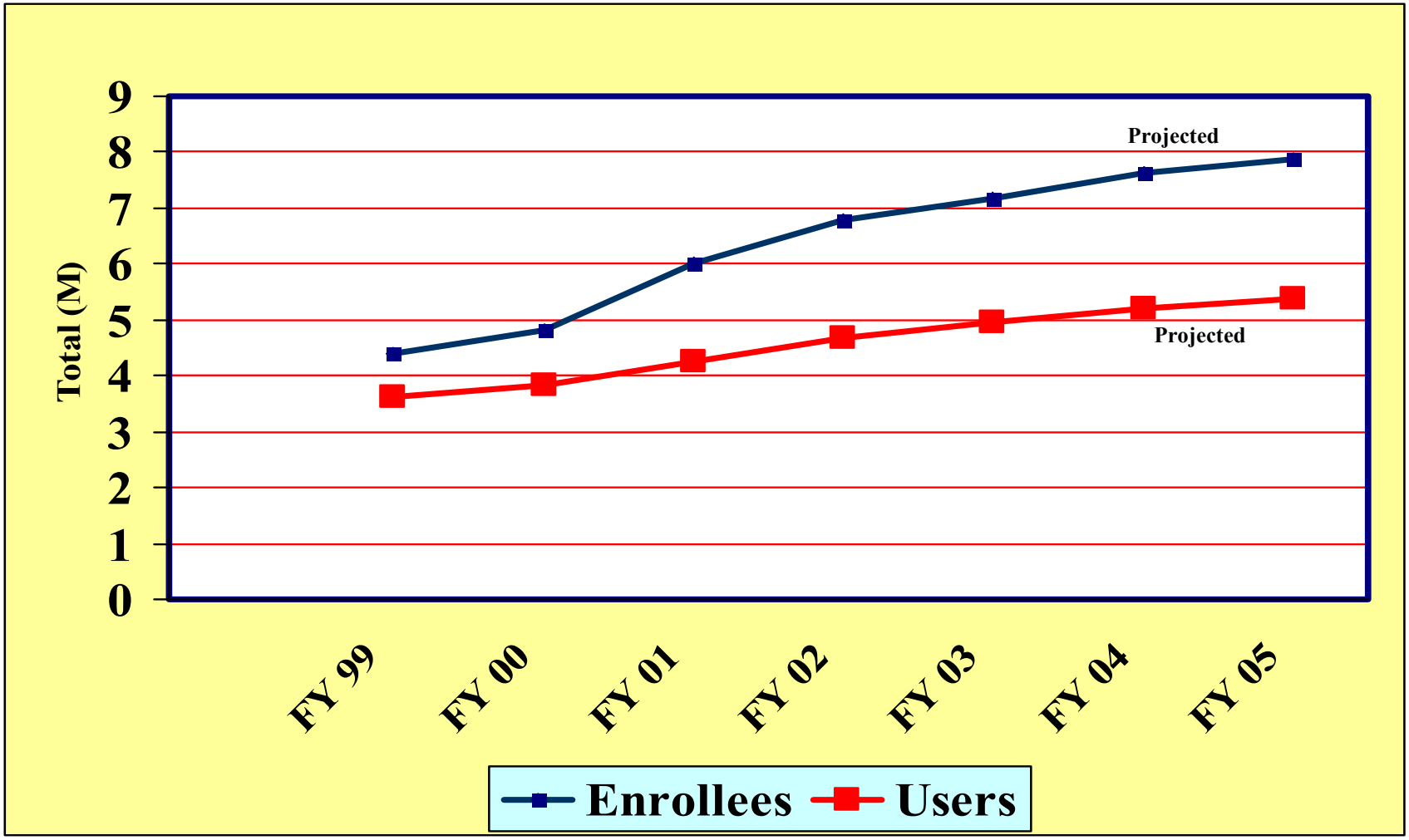Health Care Workload