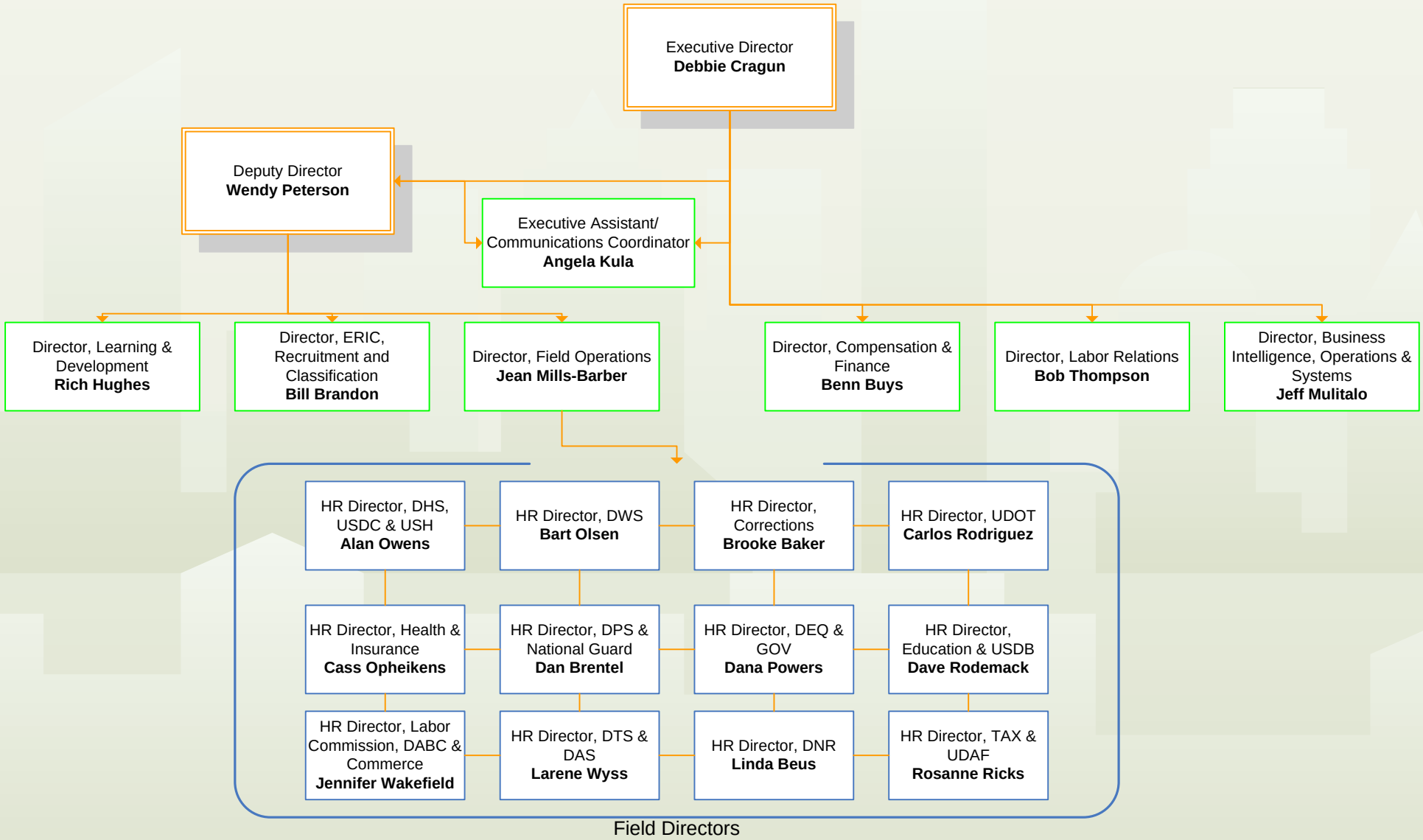Utah Department of Human Resource Management