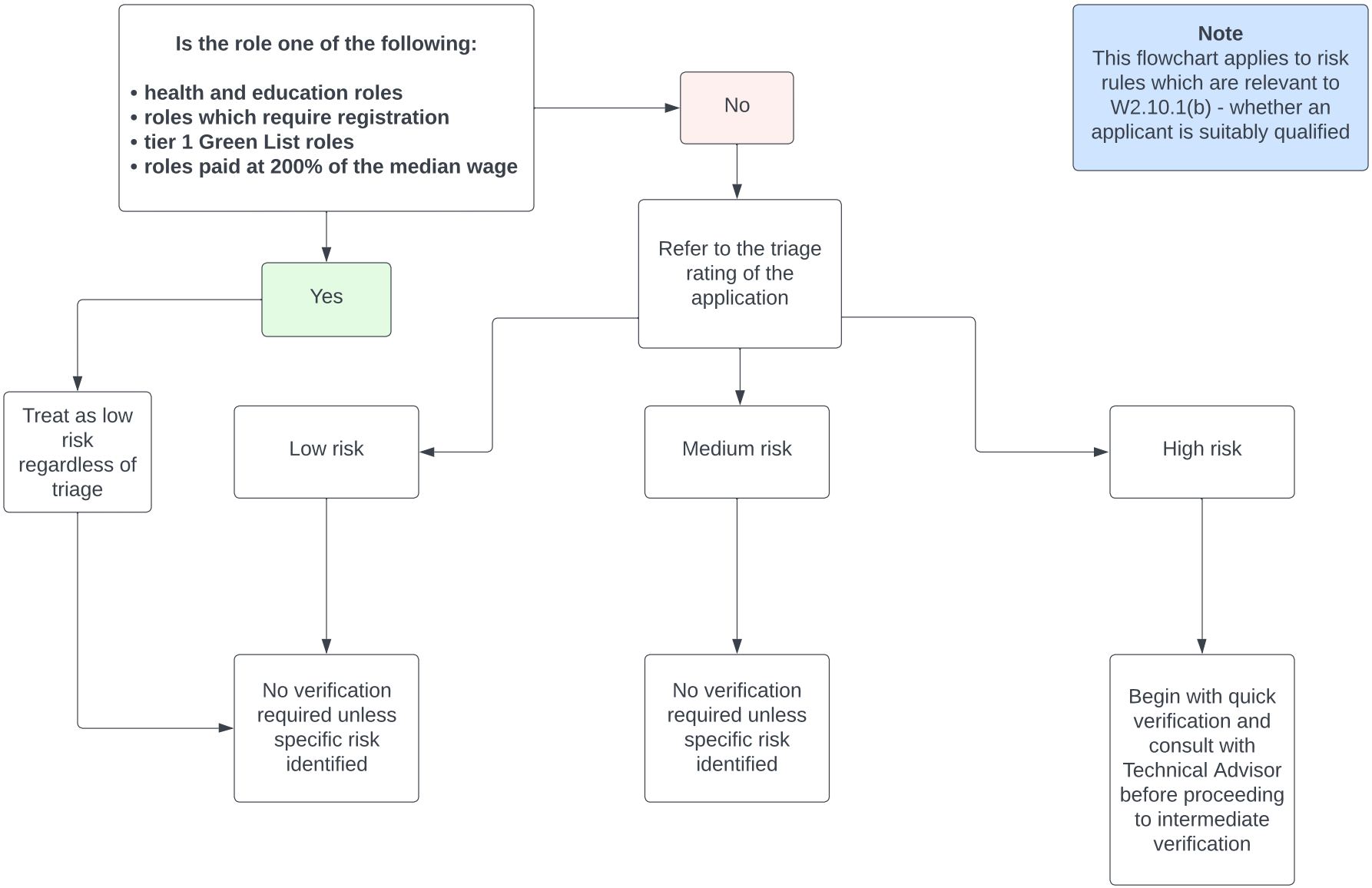Worker Eligibility