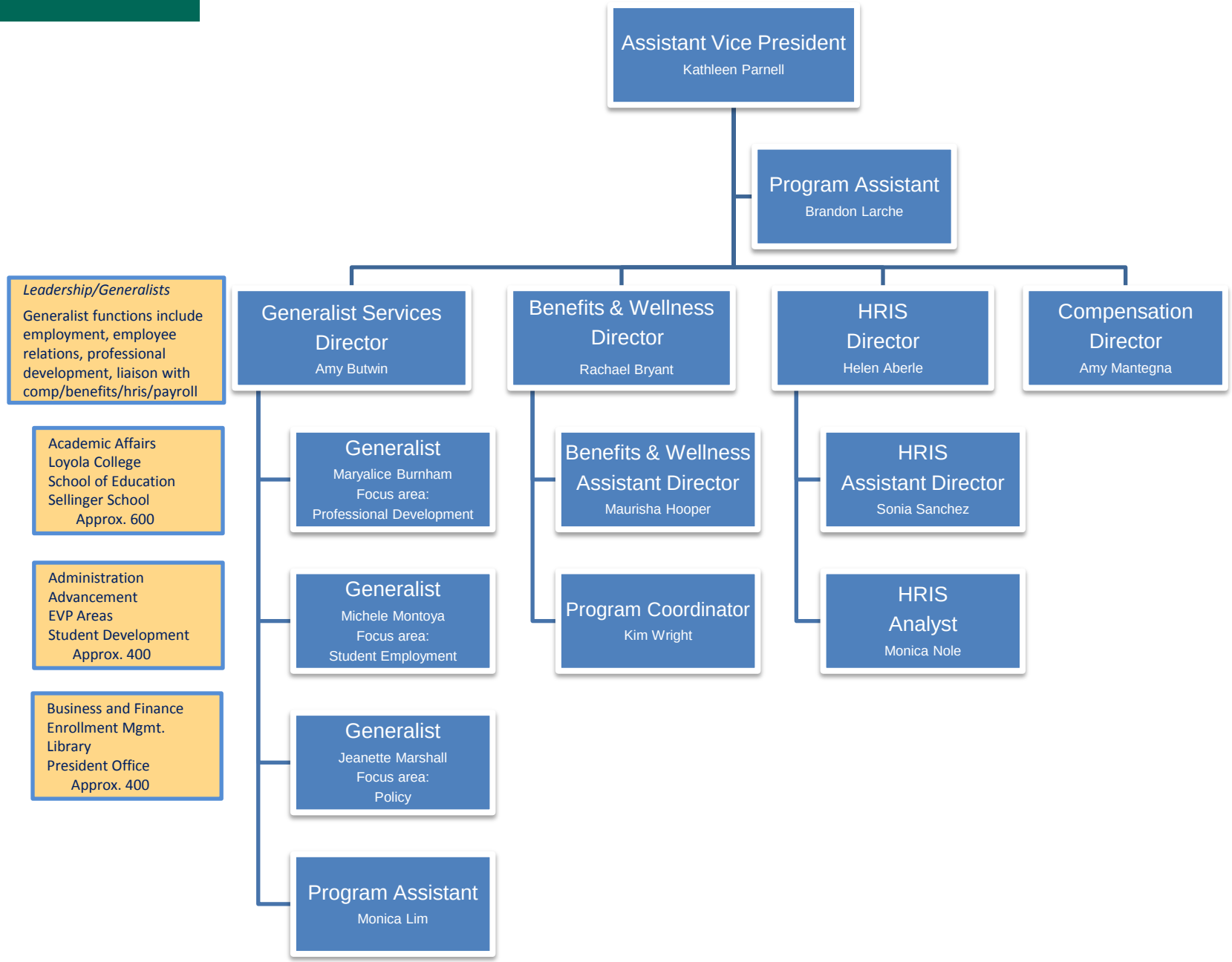New HR Structure Effective 4/15/2012