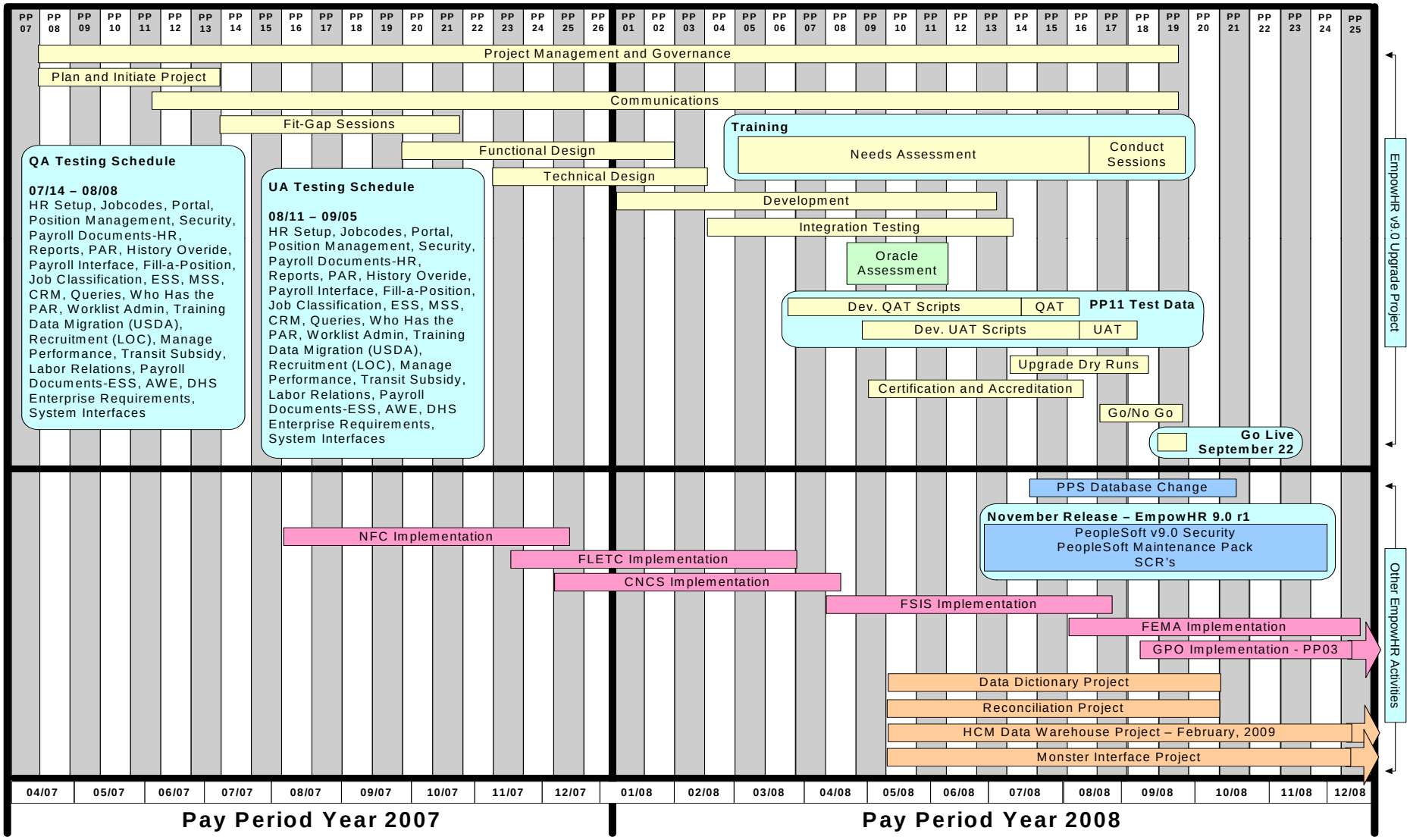EmpowHR Timeline