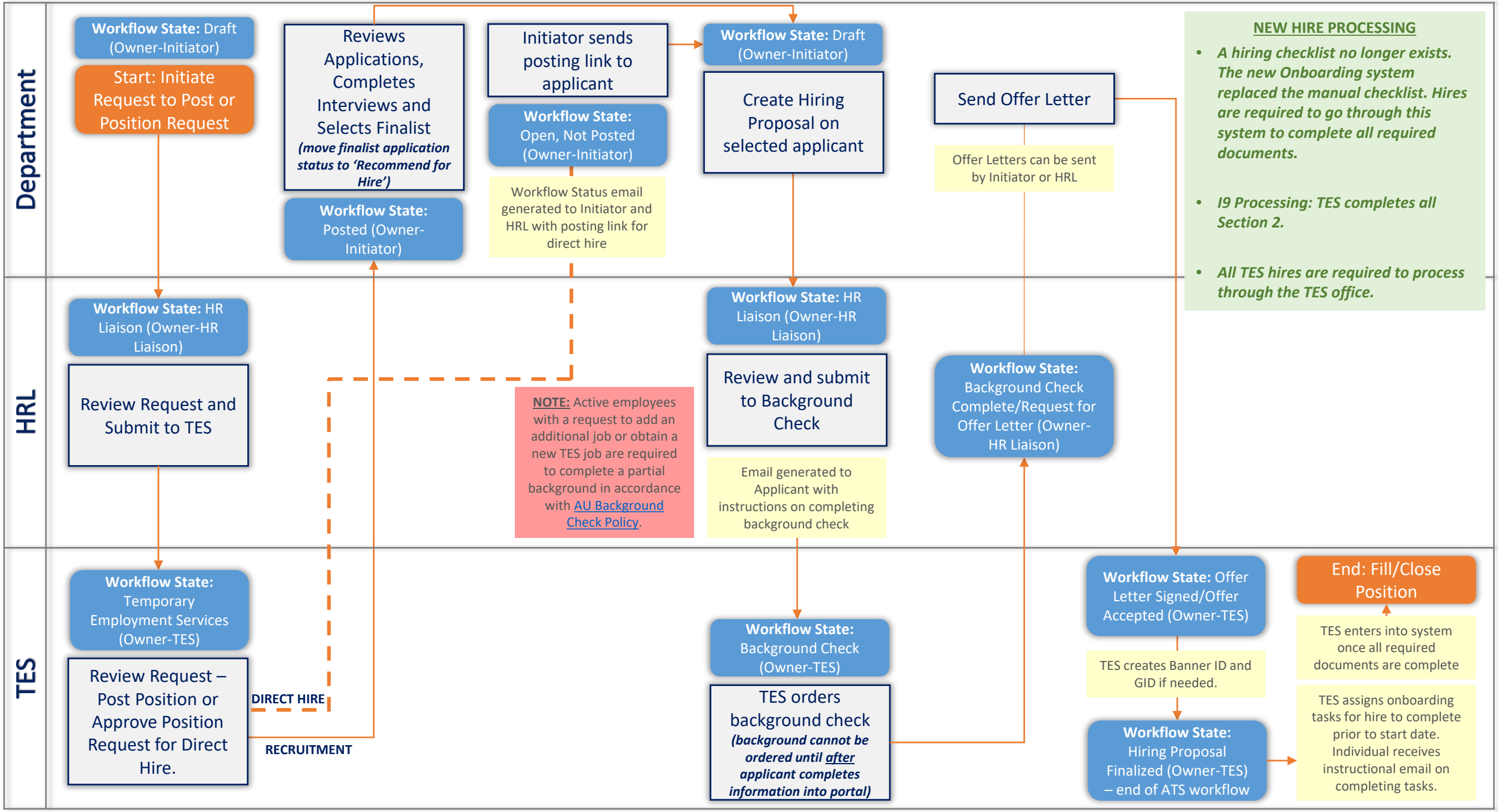PeopleAdmin Temporary Employment Services (TES) Workflow