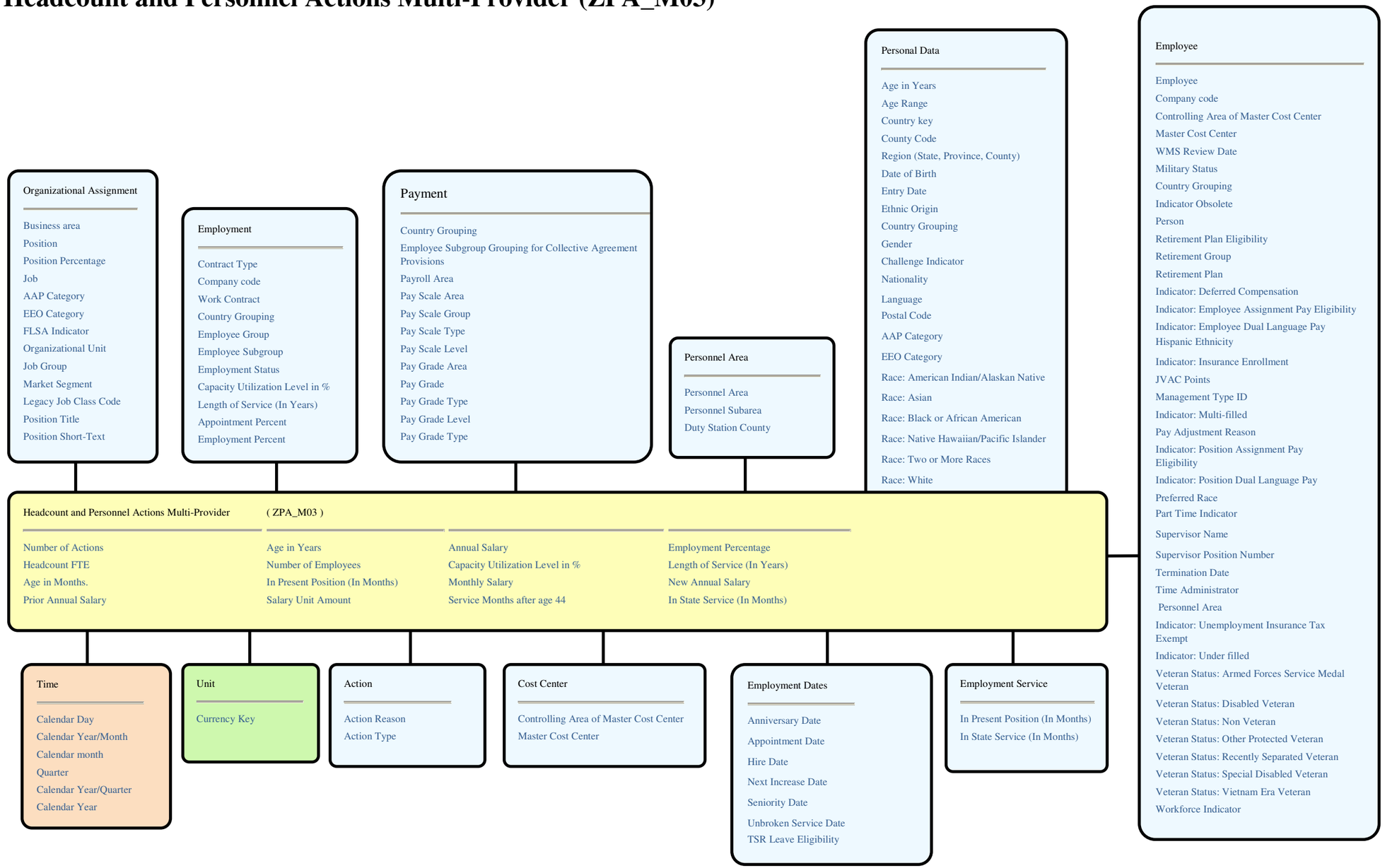Headcount and Personnel Actions Multi-Provider (ZPA_M03)