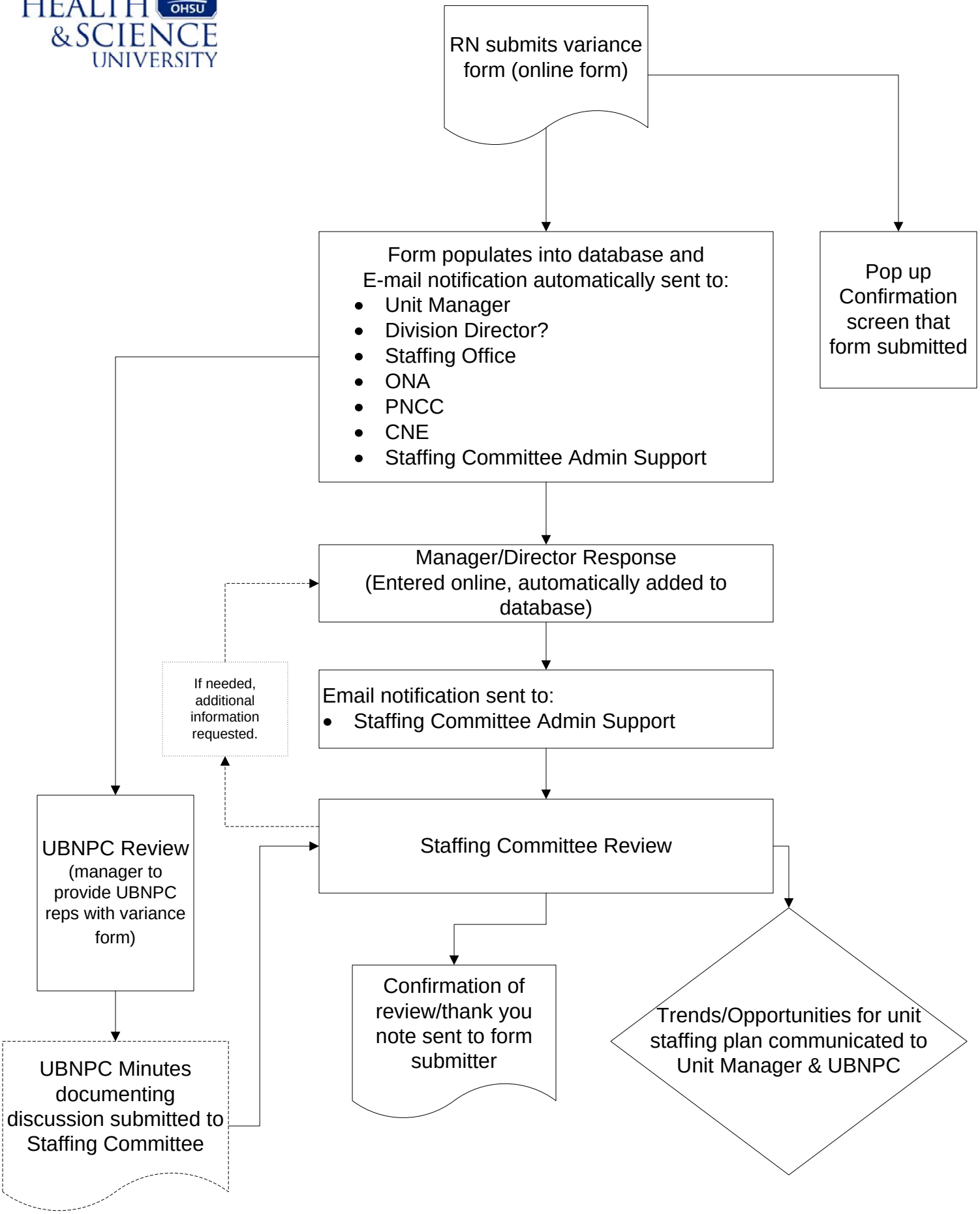Staffing Variance Form Process