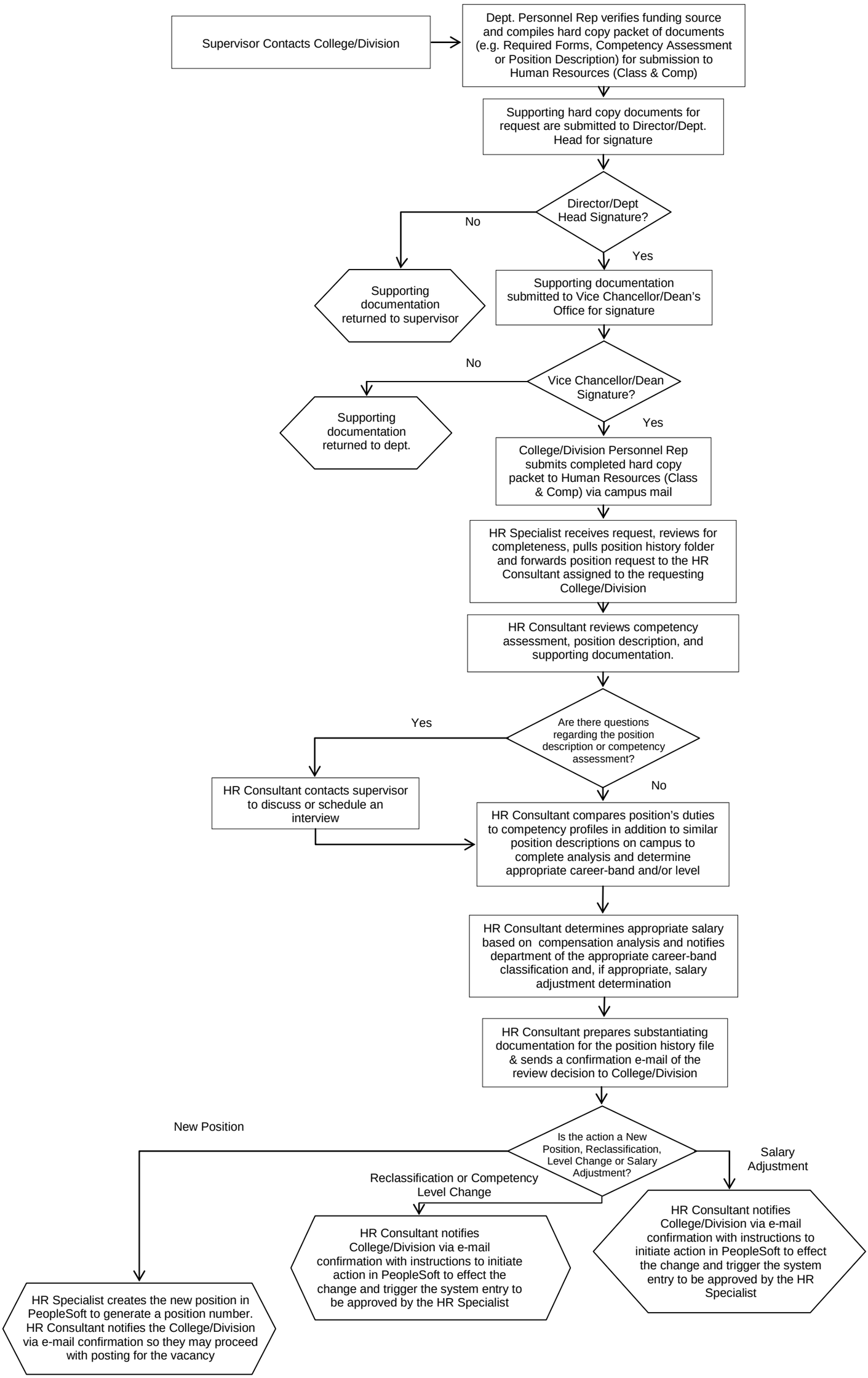Classification and Compensation Services SPA Position Action Workflow Chart