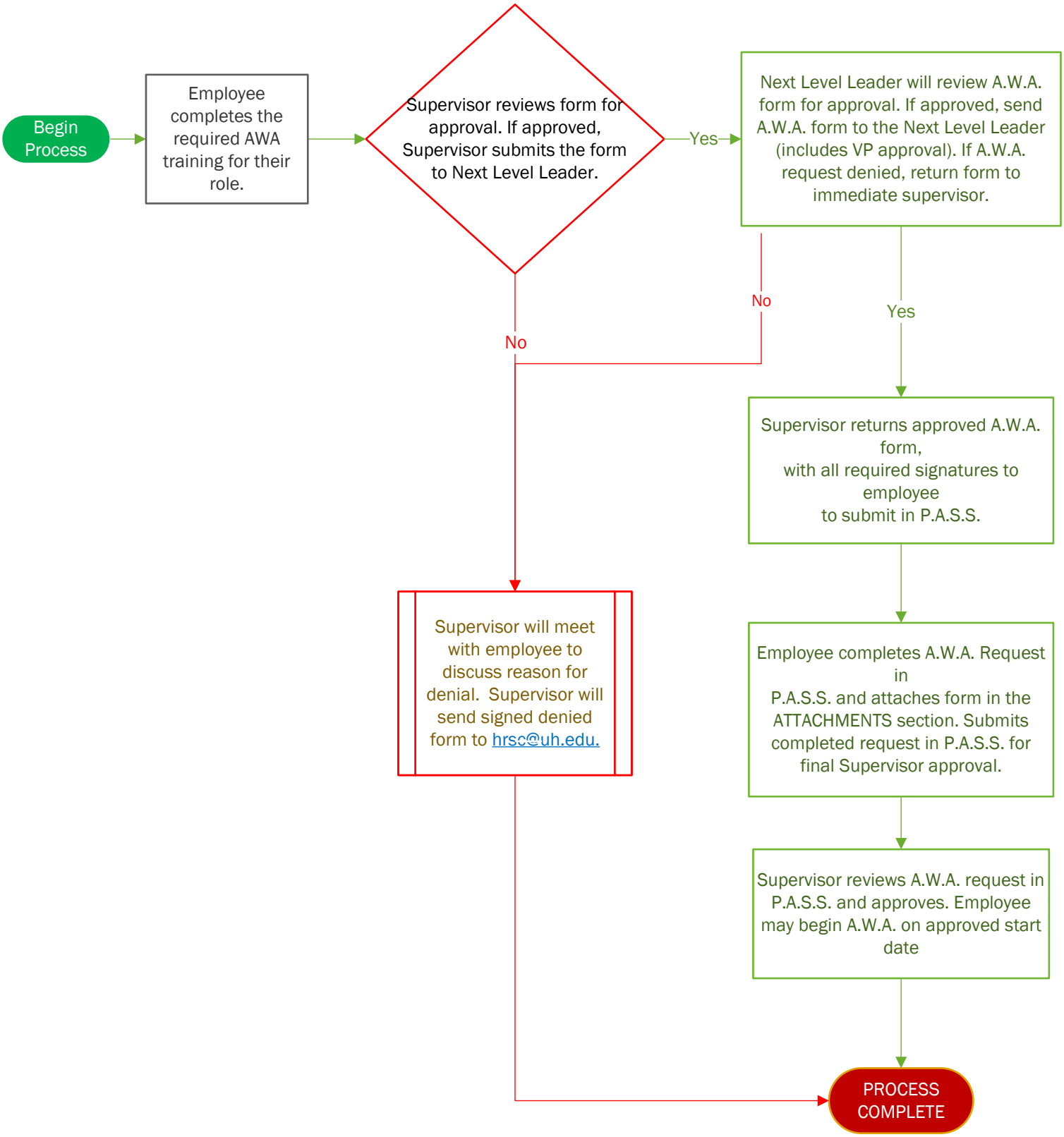Alternative Work Arrangements (A.W.A.) Hybrid Approval Work Flow