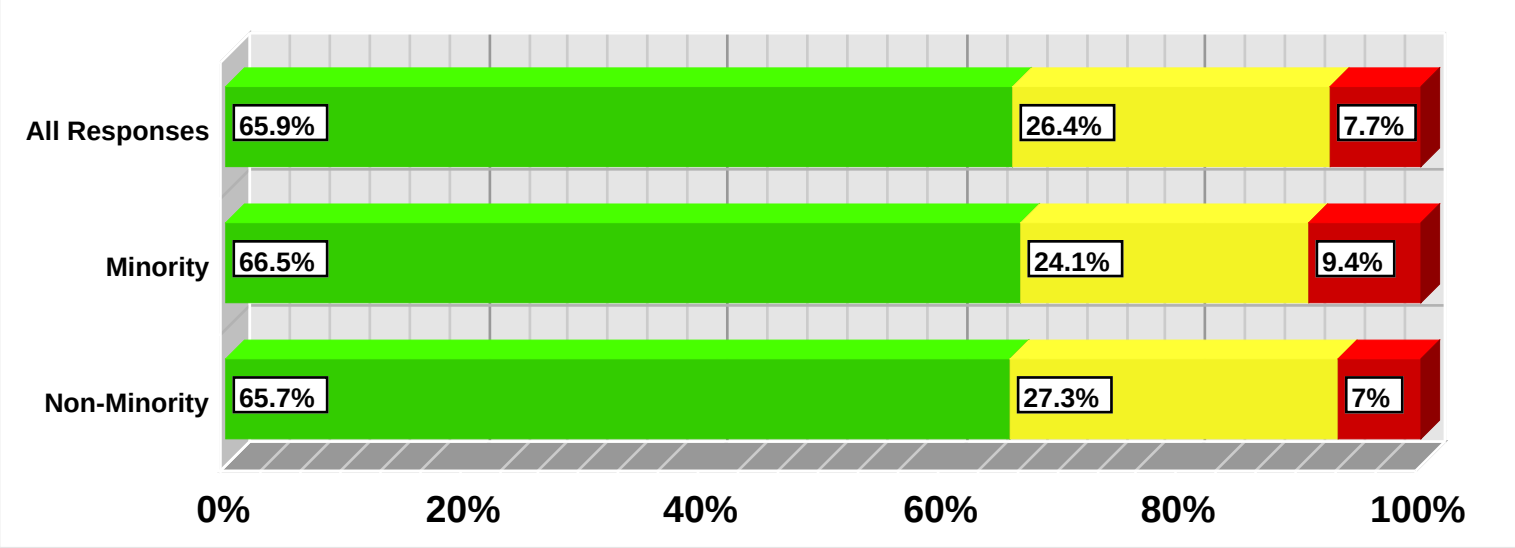(86c) Are employee assistance programs available to you?