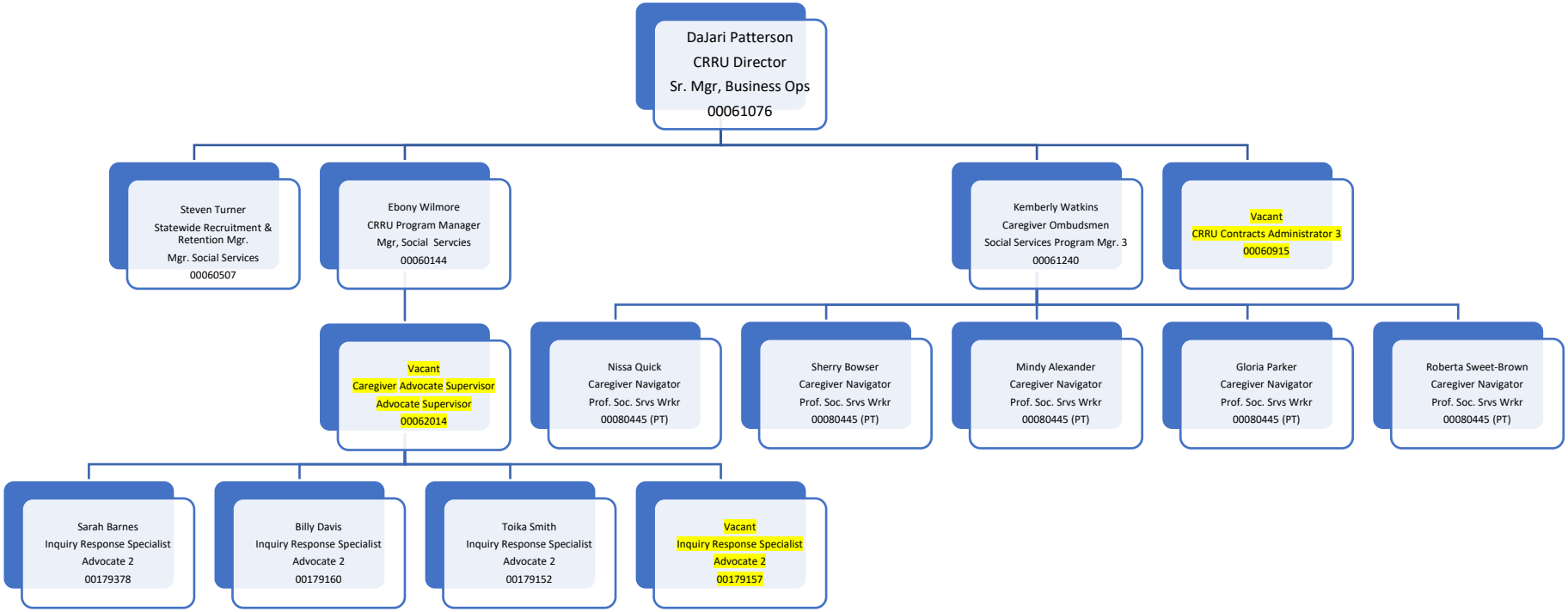Caregiver Recruitment and Retention Unit Reclassification (Proposed)