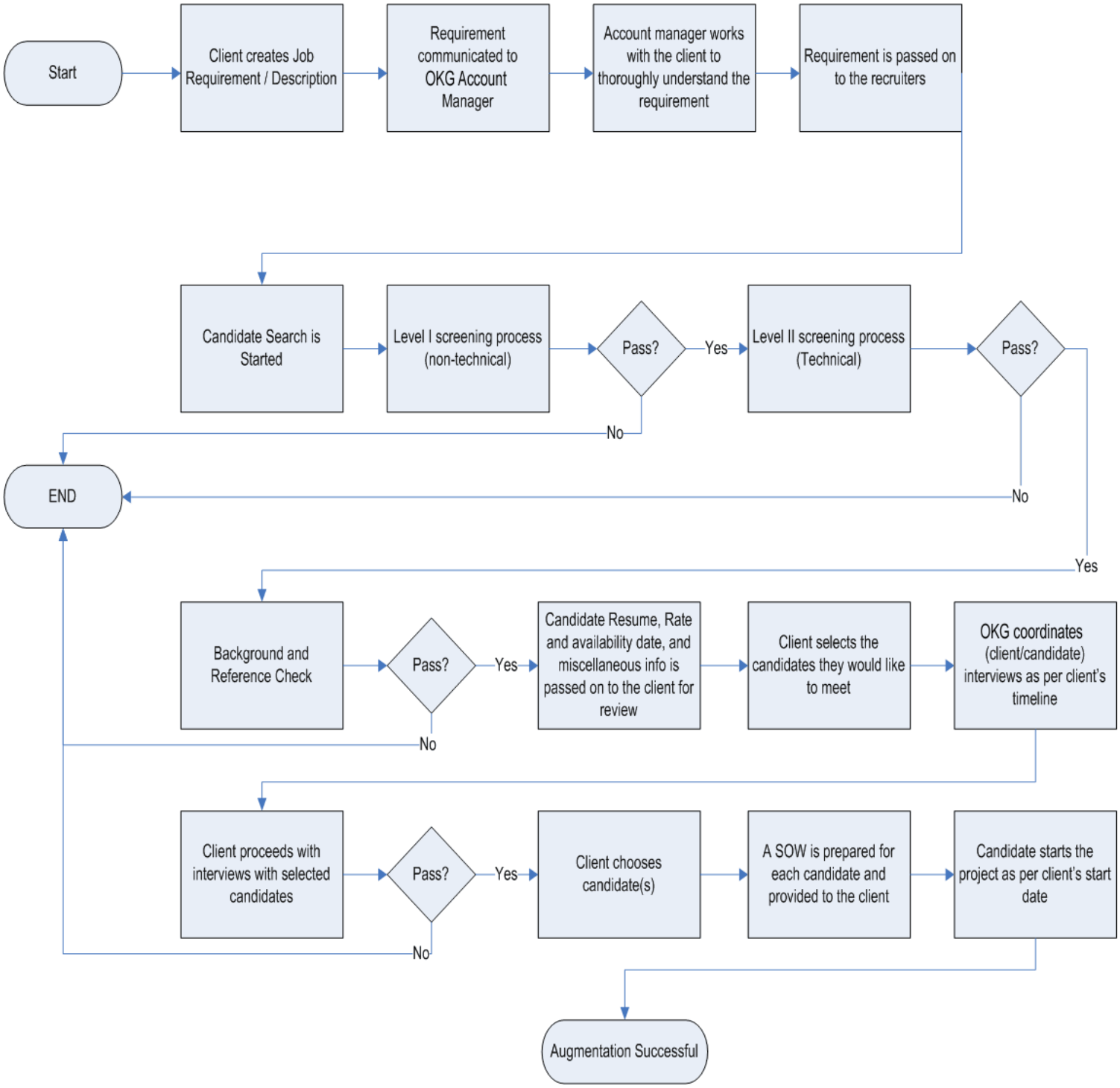AUGMENTATION PROCESS: Independent Contractors