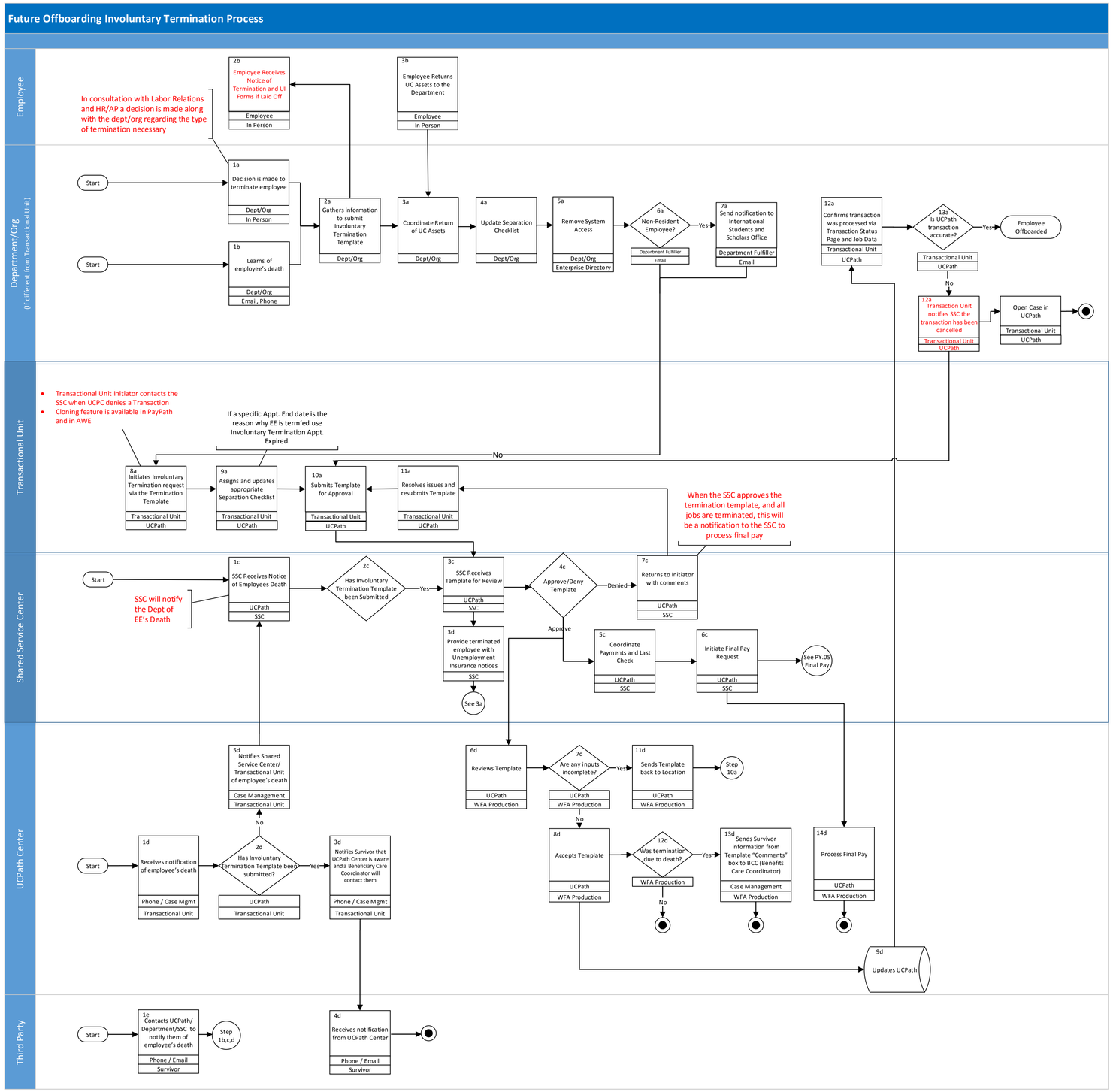Future Offboarding Involuntary Termination Process