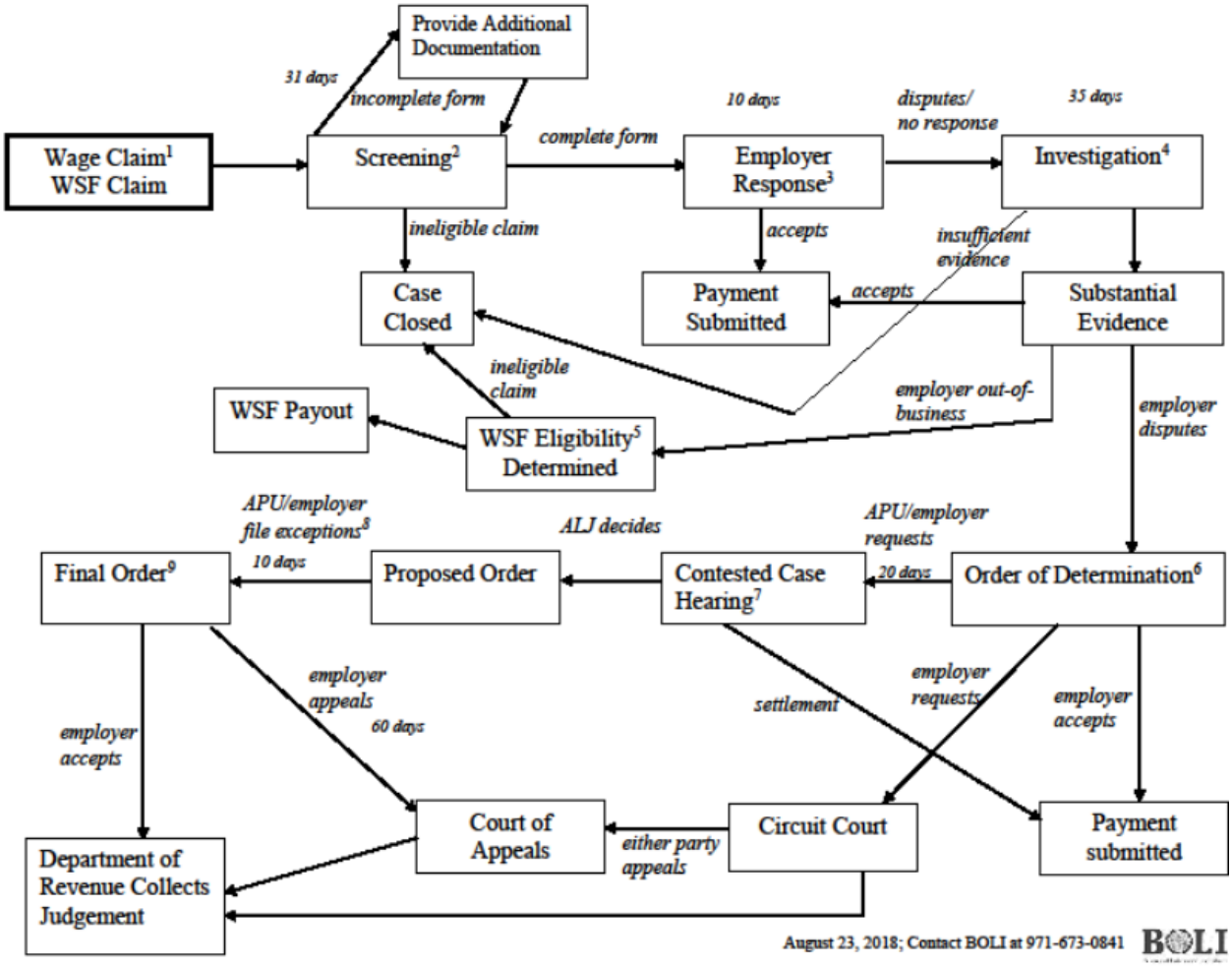Wage claim process