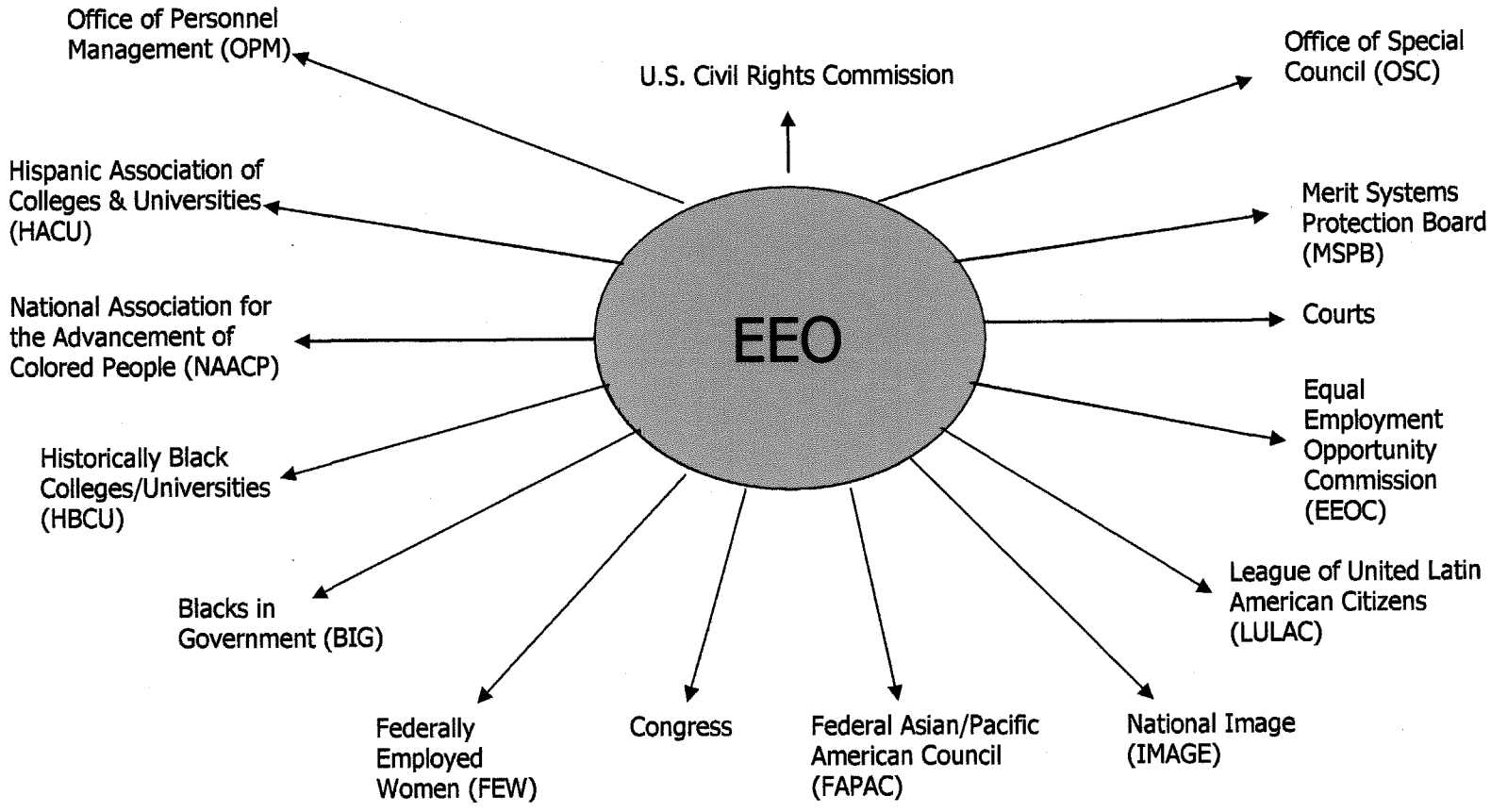EQUAL EMPLOYMENT OPPORTUNITY EXTERNAL FORCES