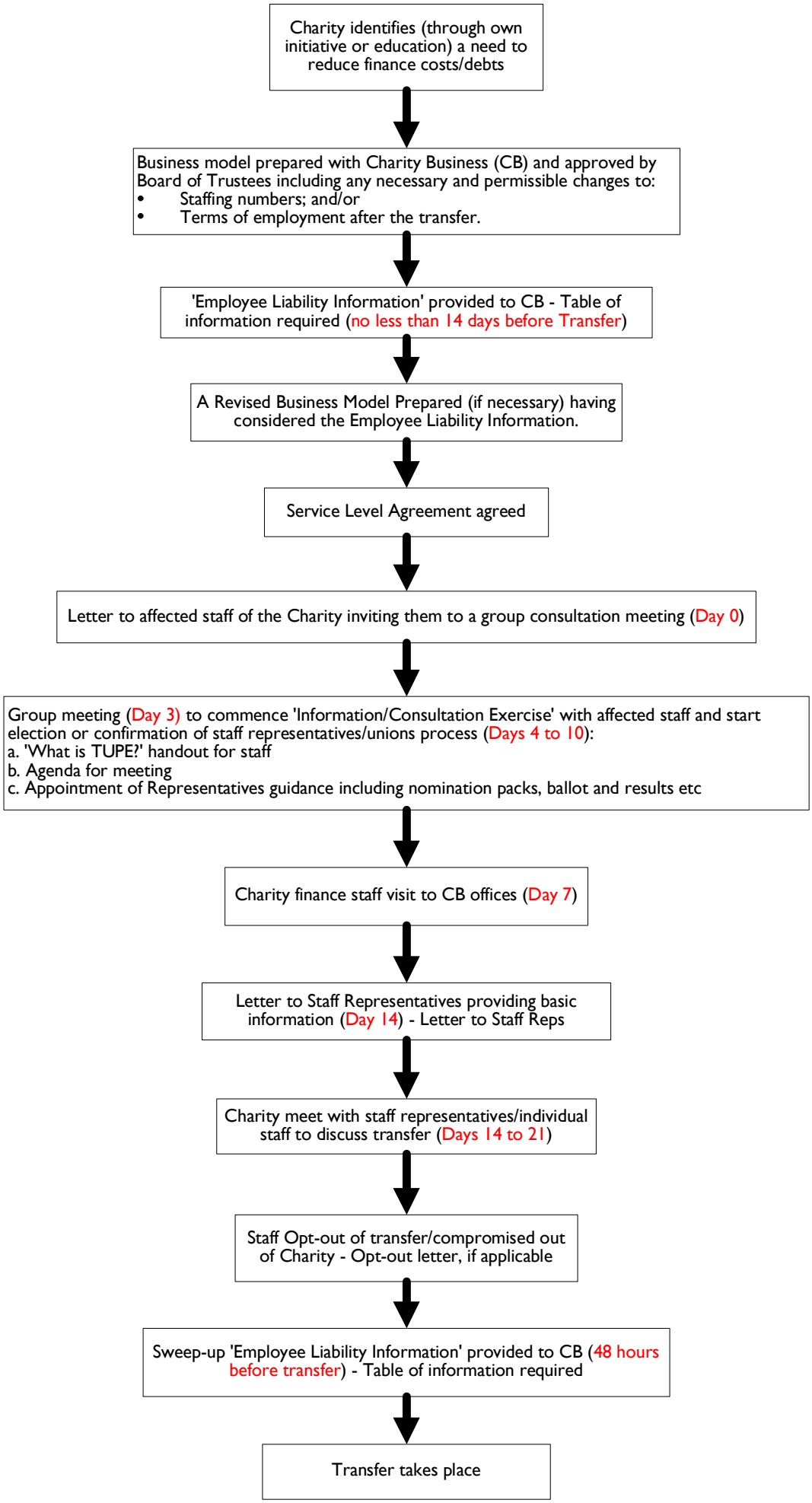TUPE Process with Assistance from Charity Business & Mogers