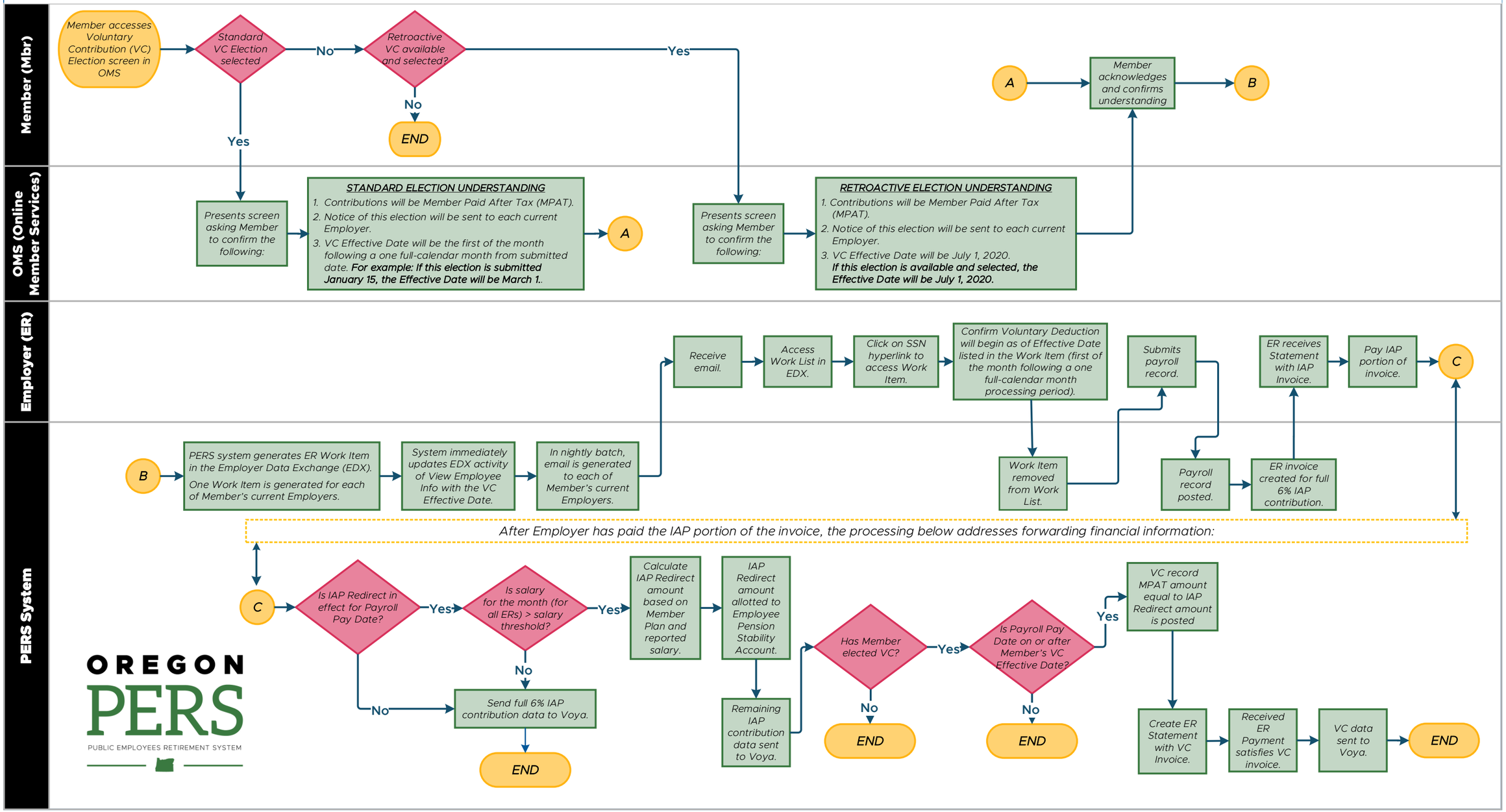Redirect Voluntary Contributions: Employer View