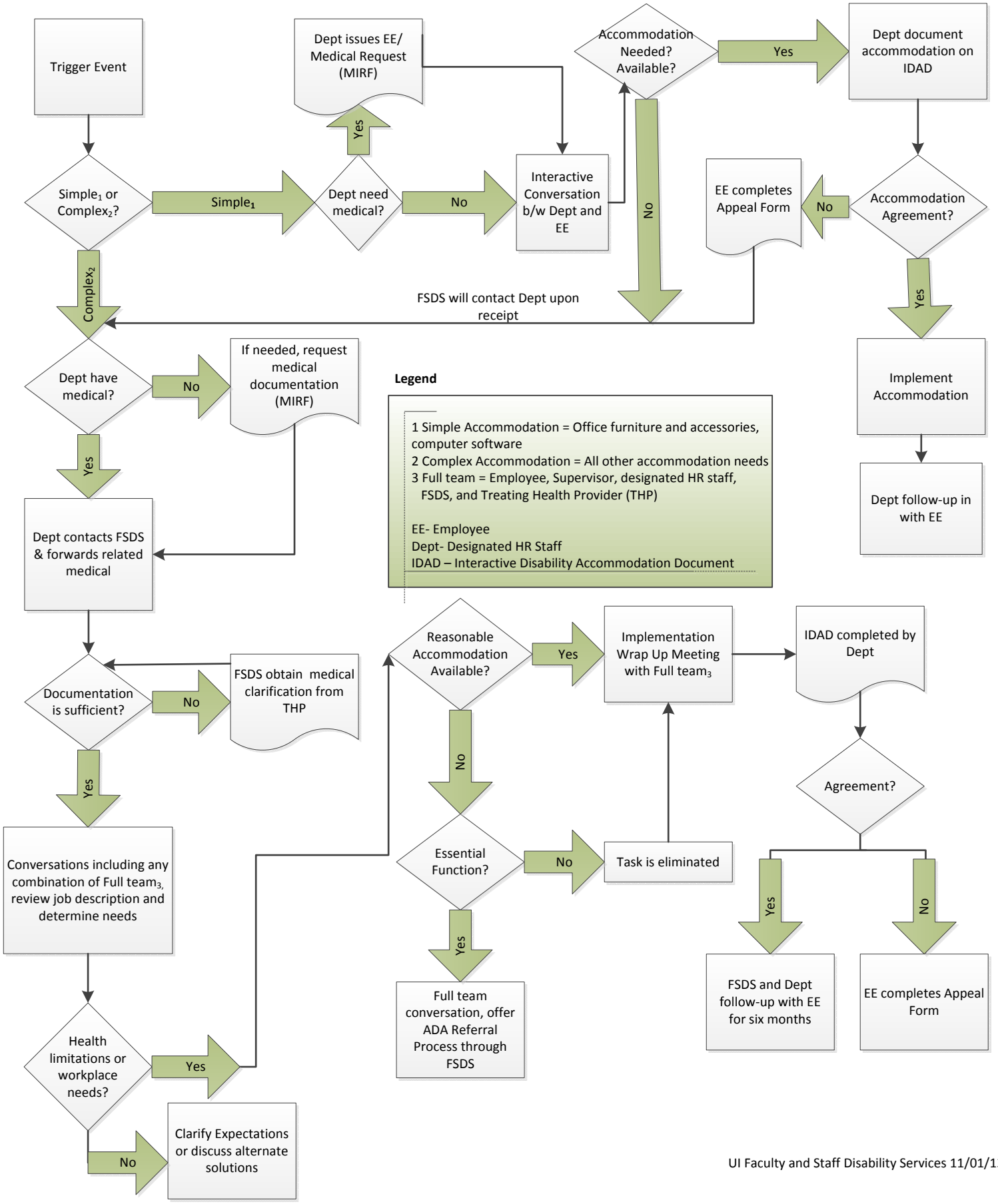ADA Interactive Accommodation Process For Employment