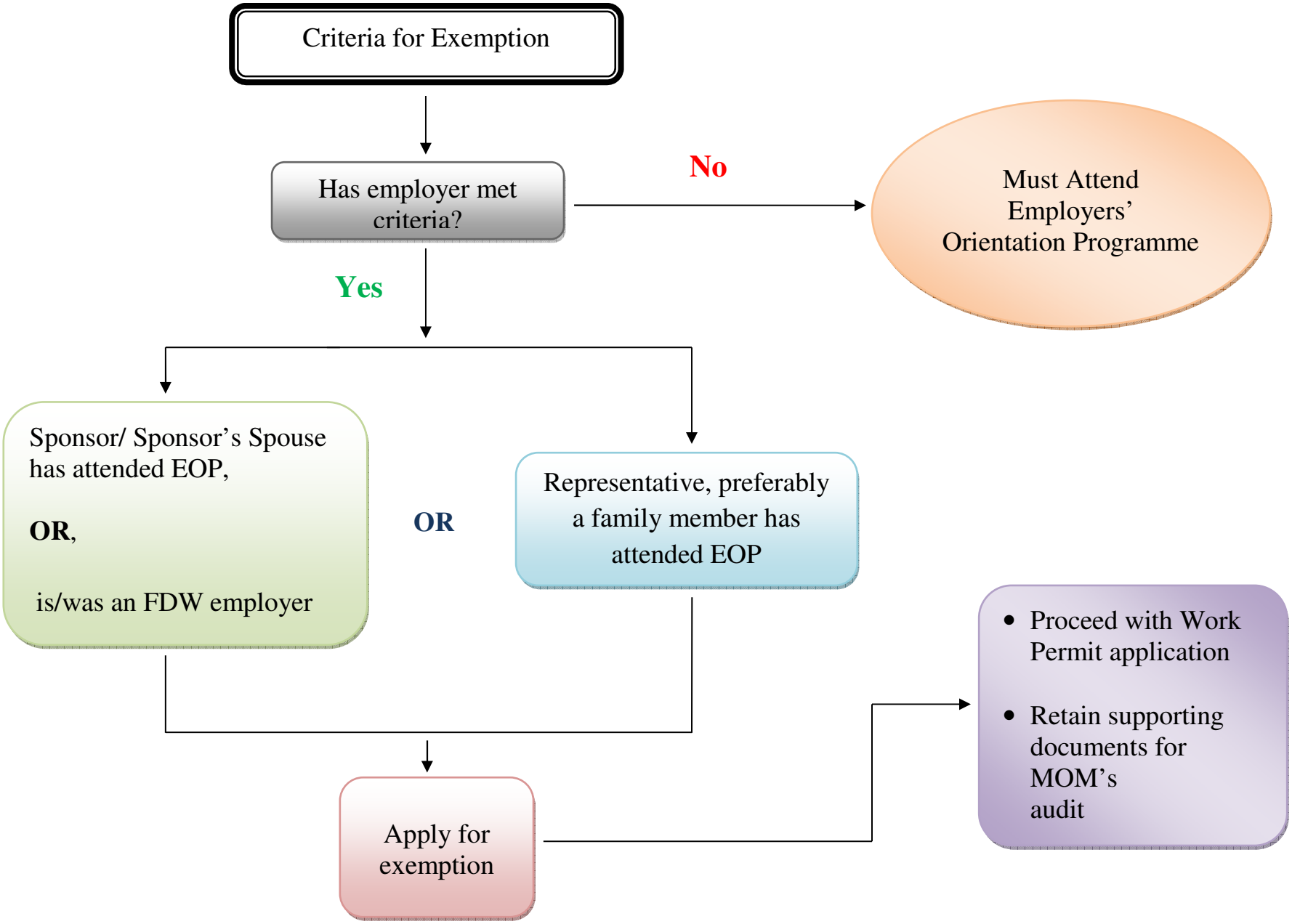Employers' Orientation Programme (EOP) Exemption Procedure