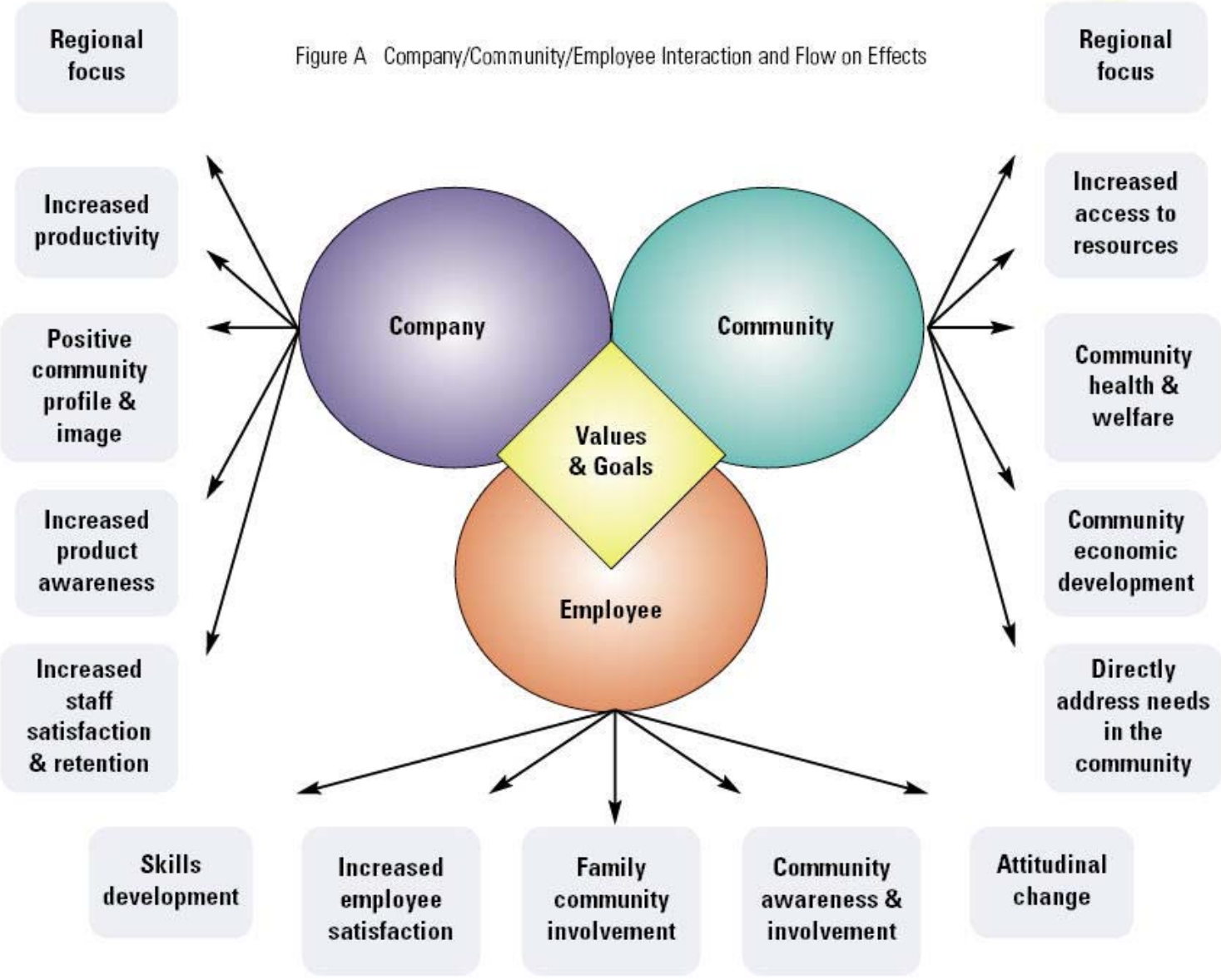Figure A Company/Community/Employee Interaction and Flow on Effects