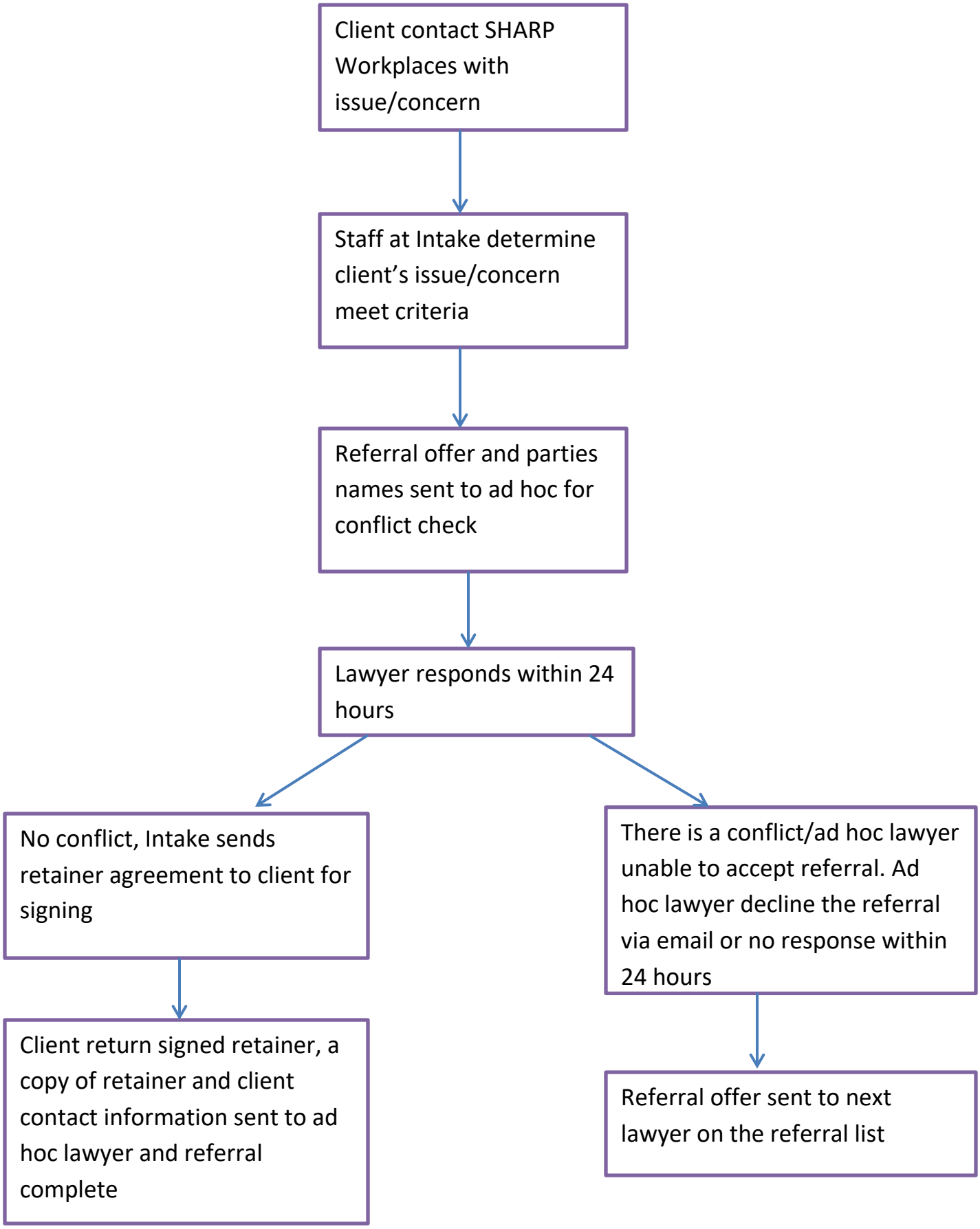SHARP Workplaces Referral Process for Ad Hocs