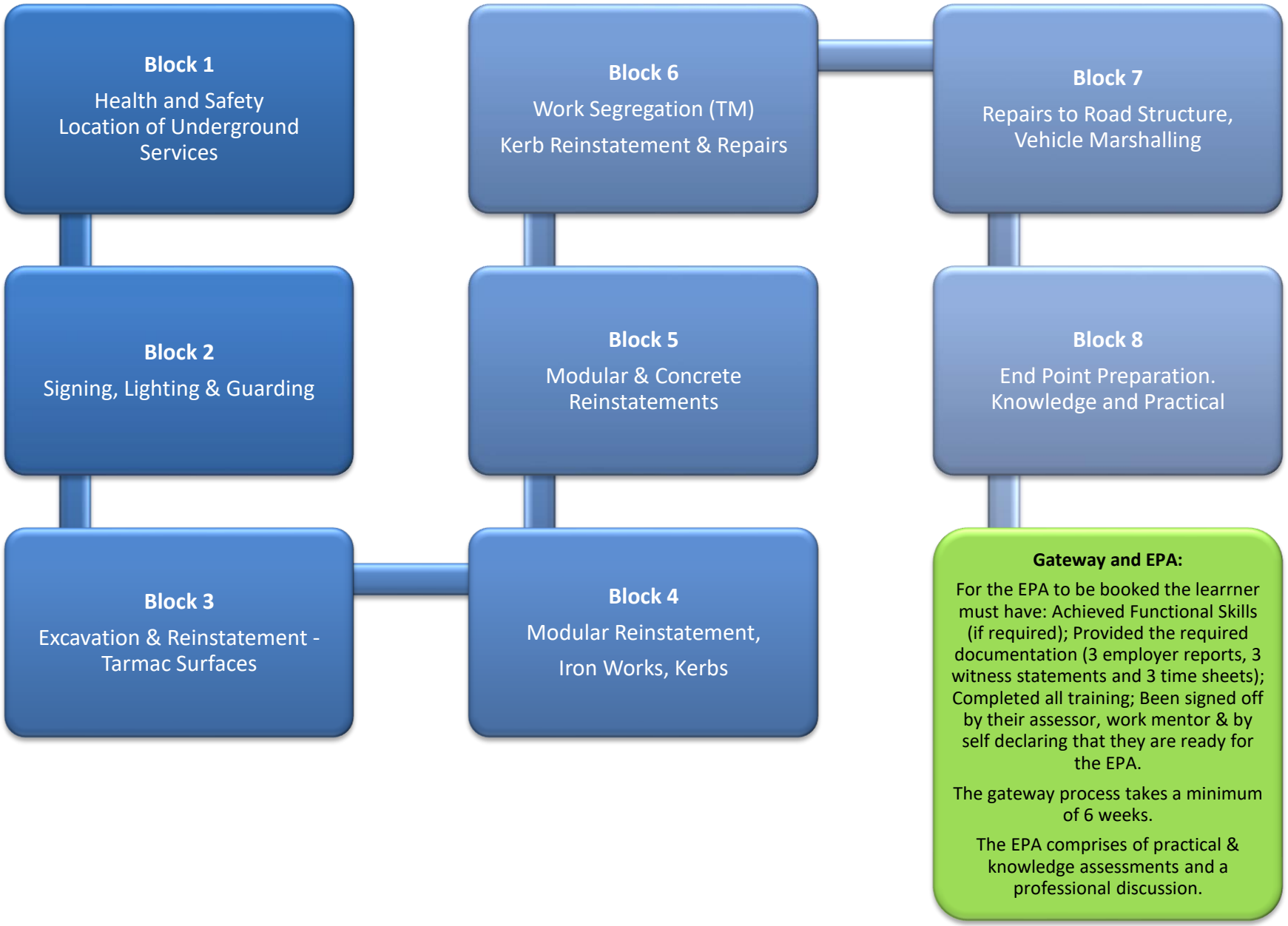HIGHWAYS MAINTENANCE SKILLED OPERATIVE – DELIVERY PLAN