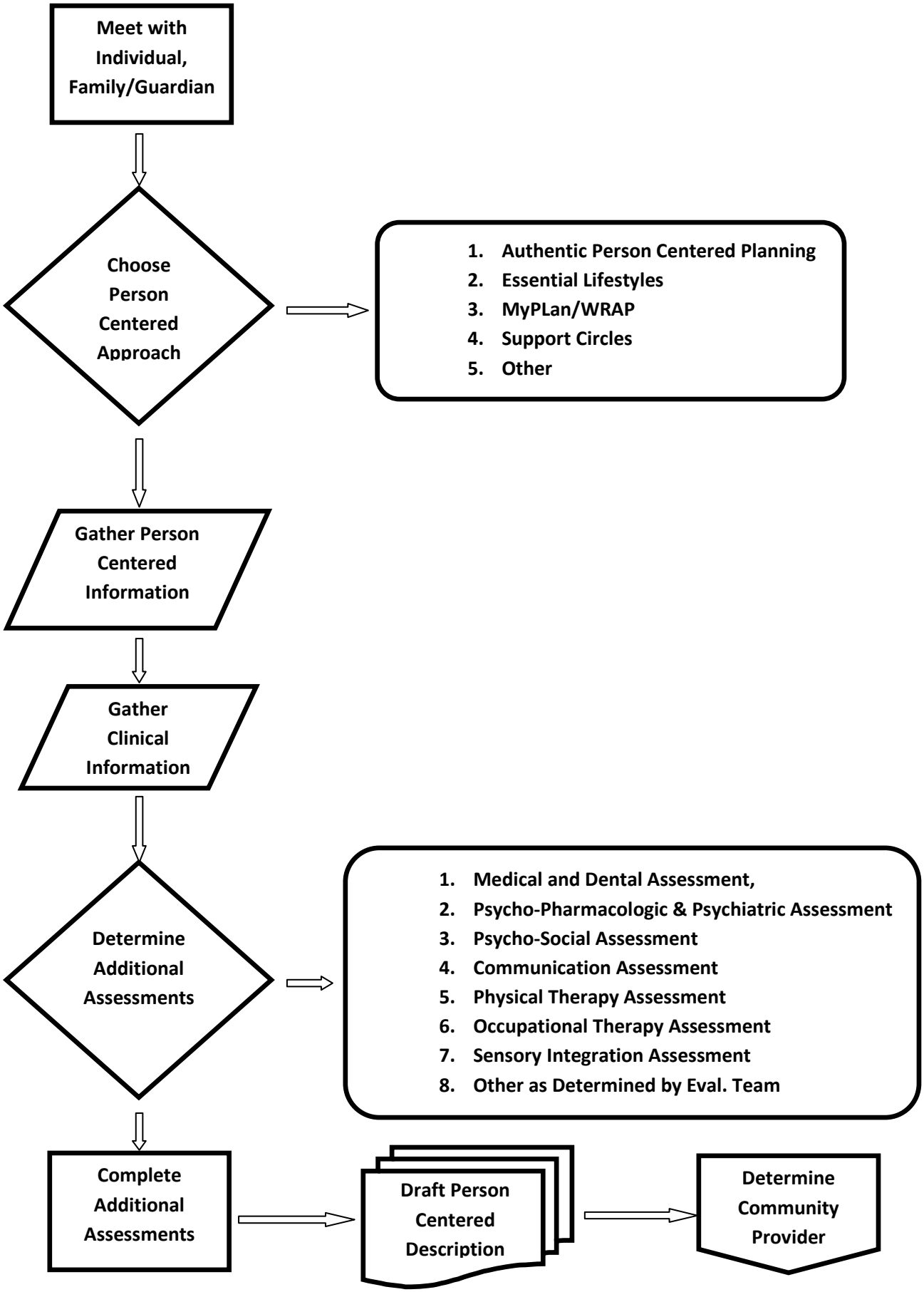Resident Needs Evaluation Process