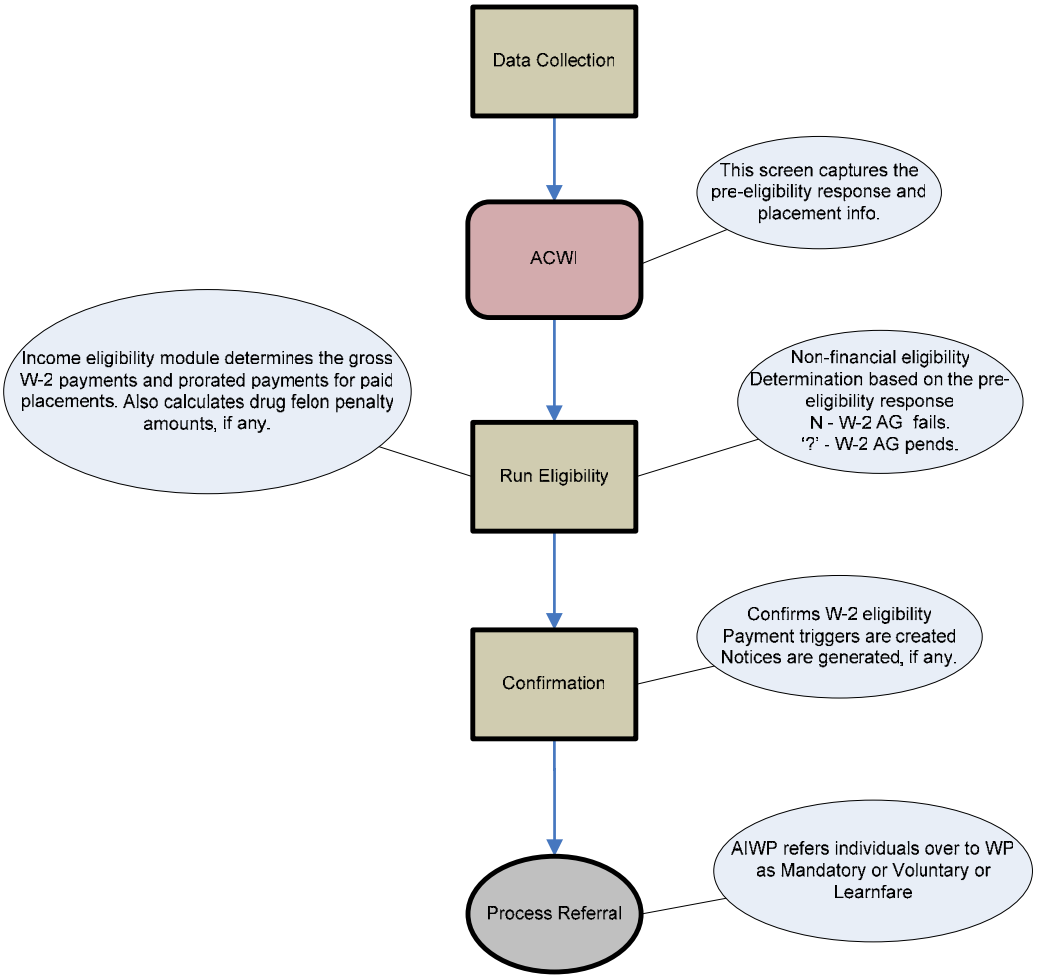Current W-2 eligibility flow