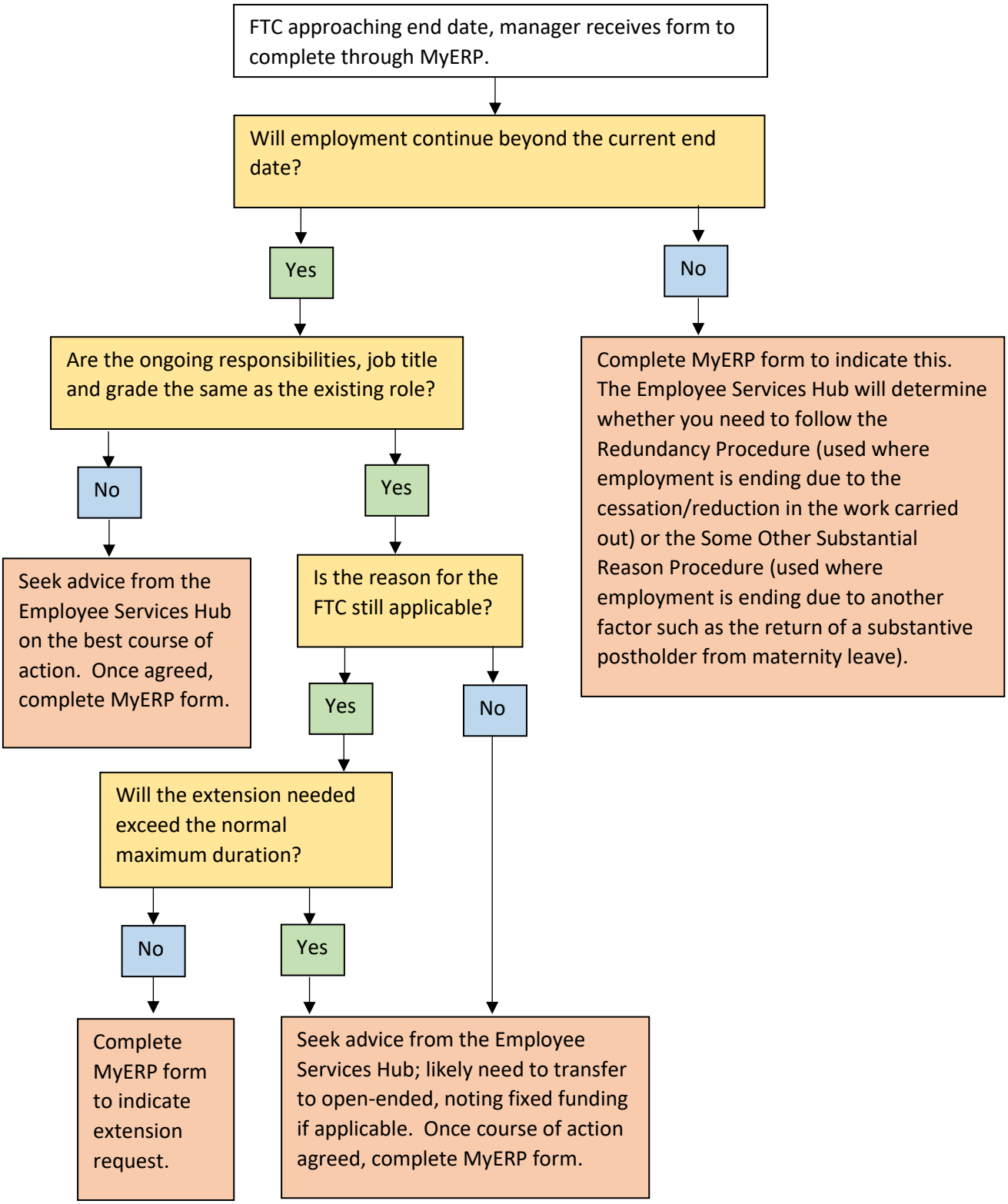Fixed Term Contract Ending - Decision Tree for Managers