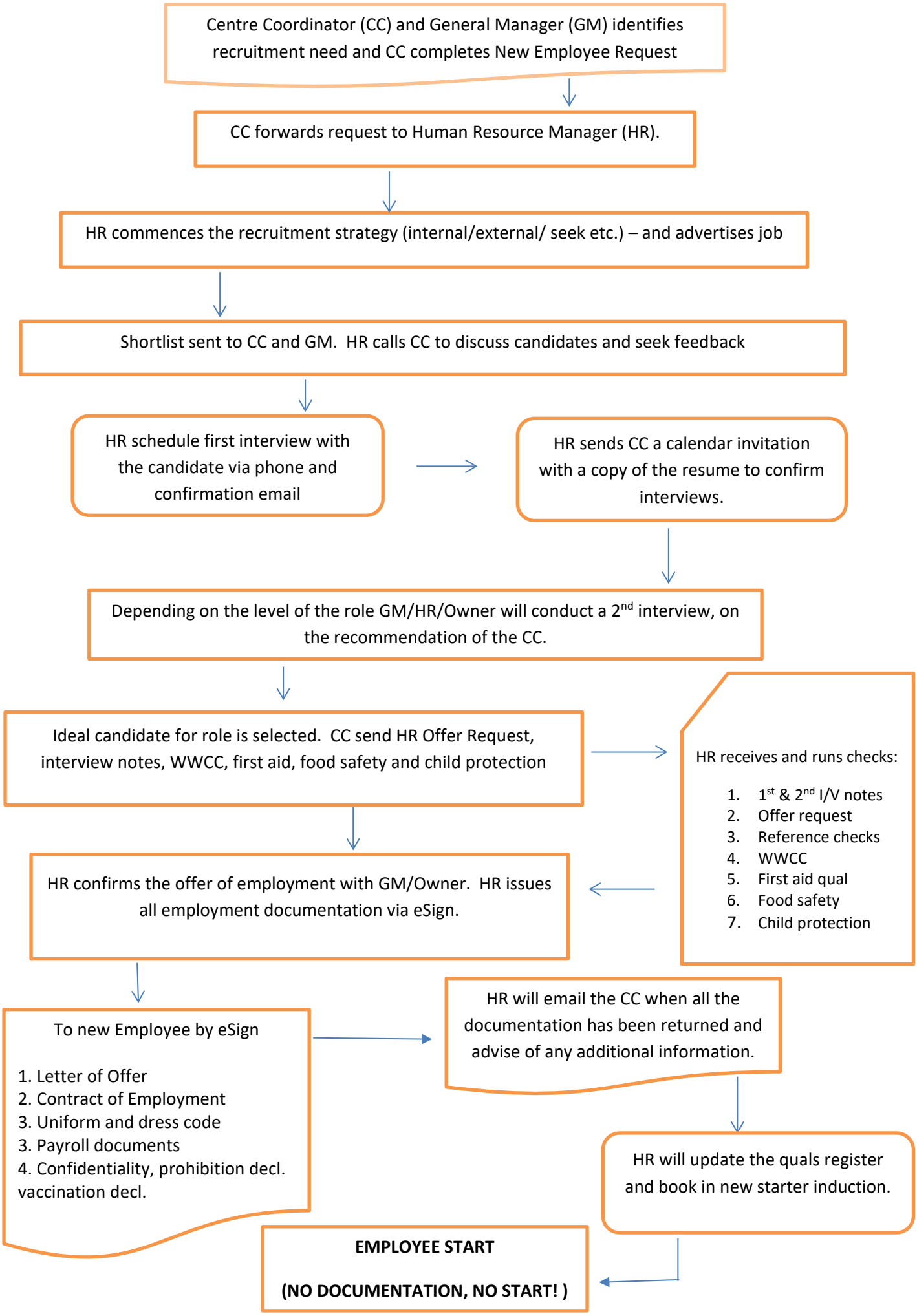Recruitment Workflow