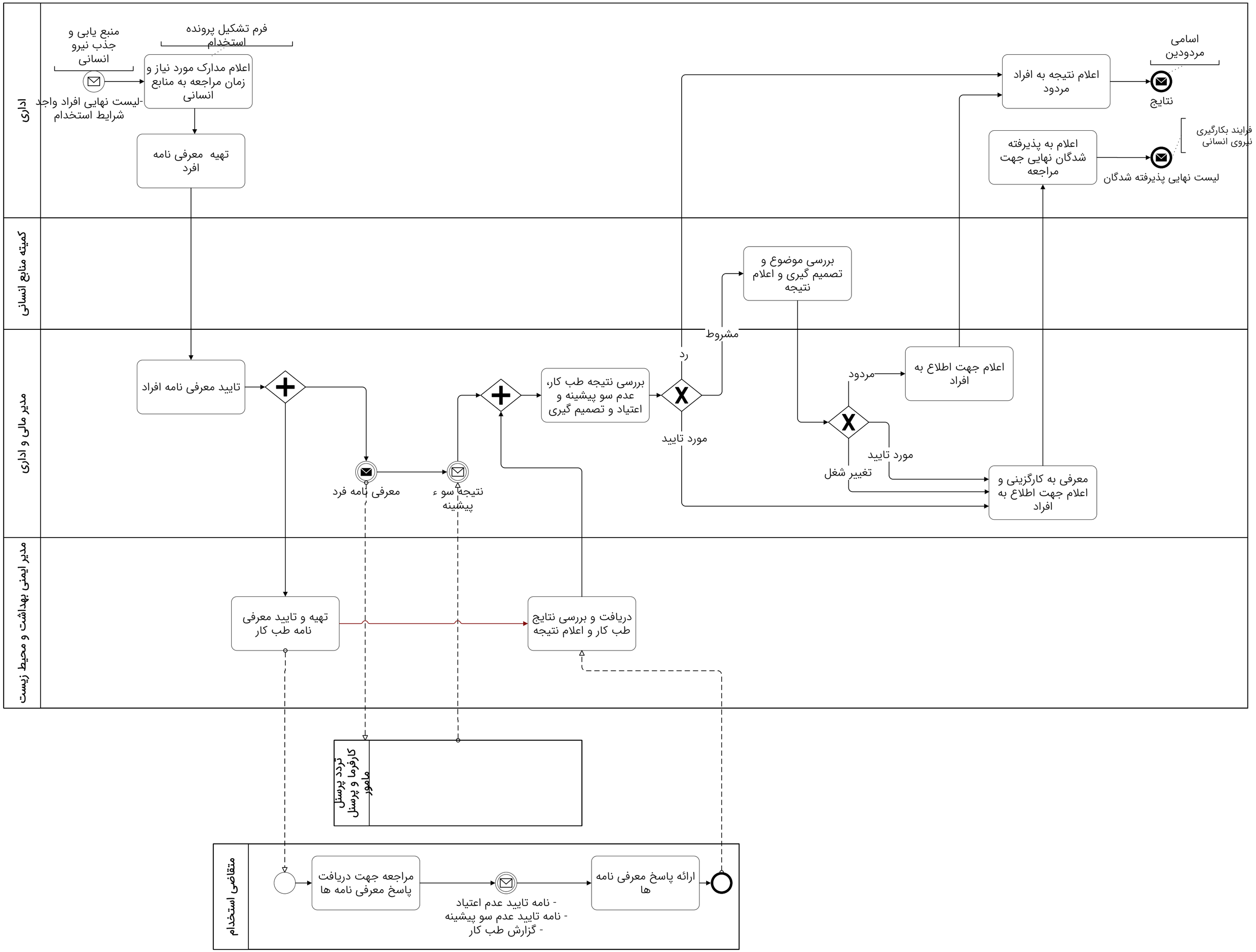فرایند استخدام WF-HR-02-00