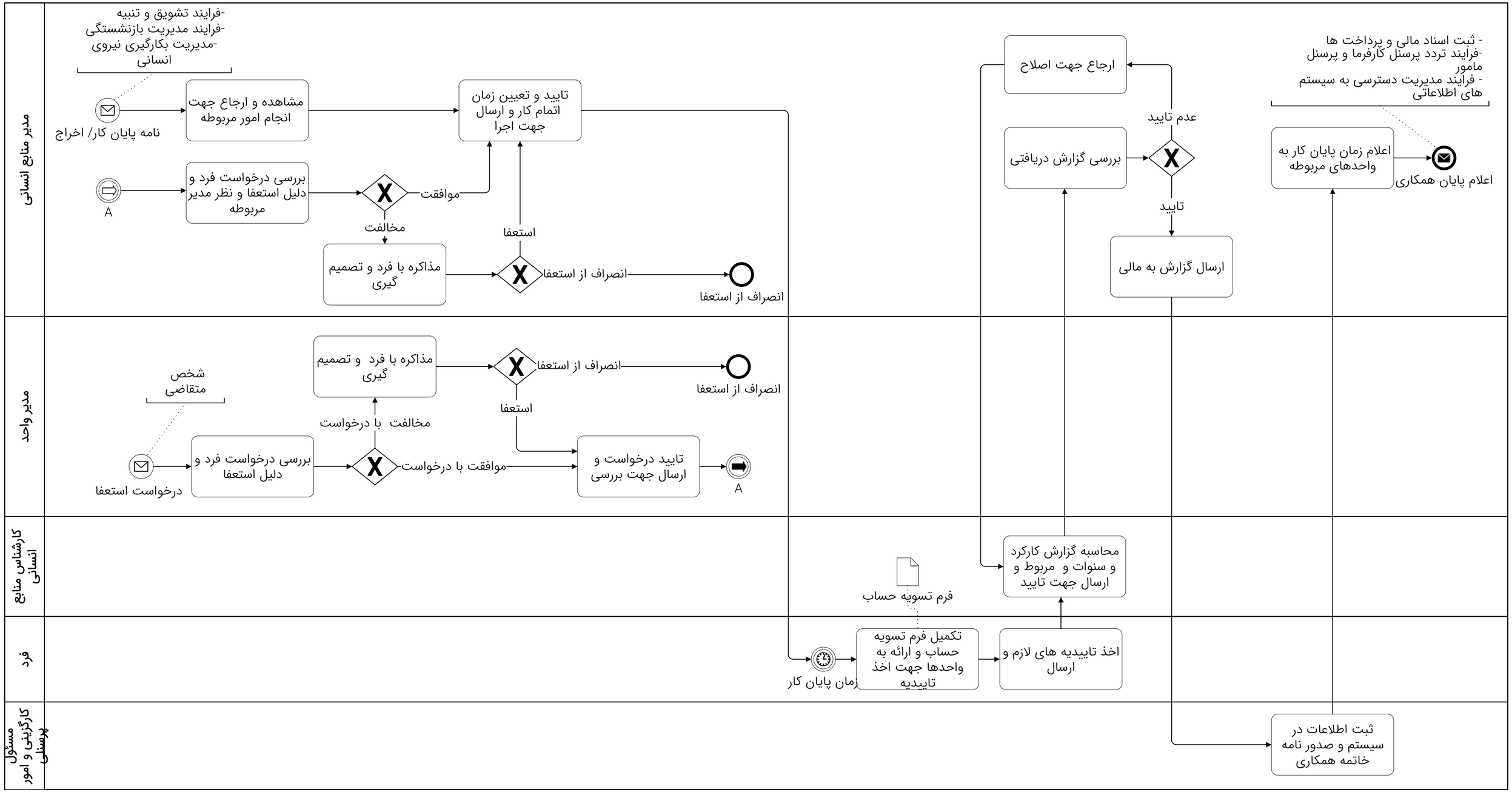فرایند مدیریت انفصال WF-HR-13-00