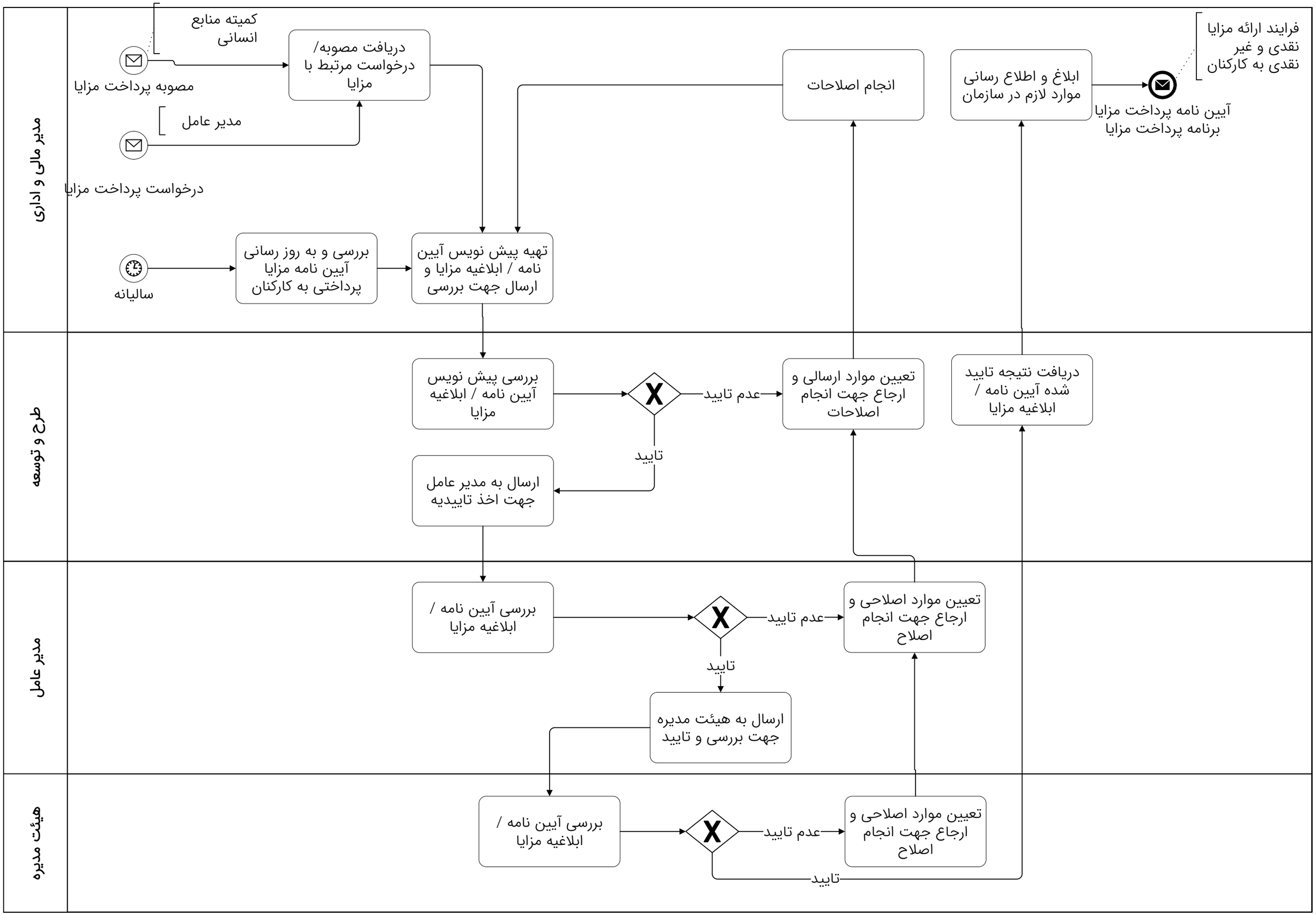فرایند مدیریت مزایا WF-HR-08-00