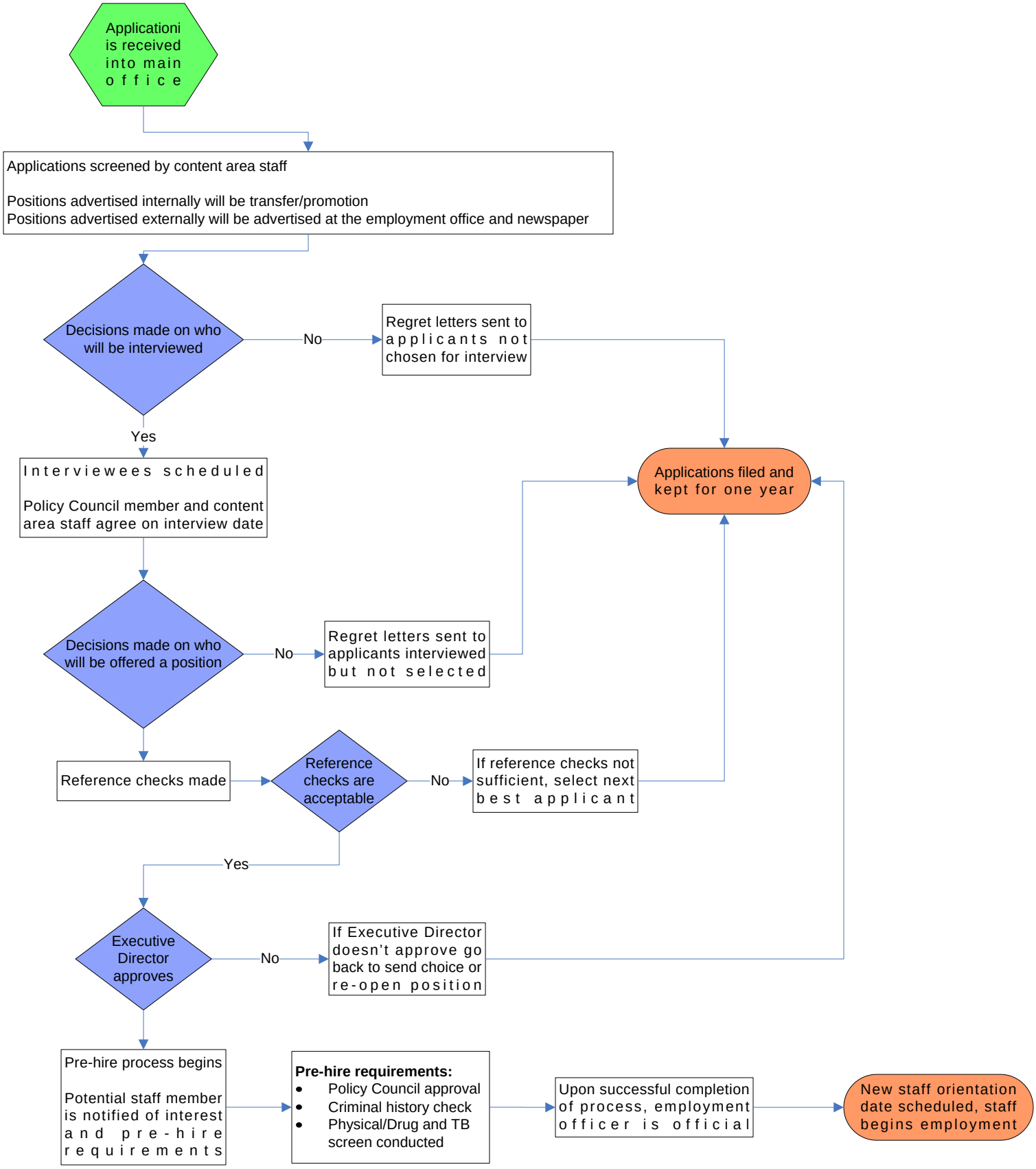Hiring Process