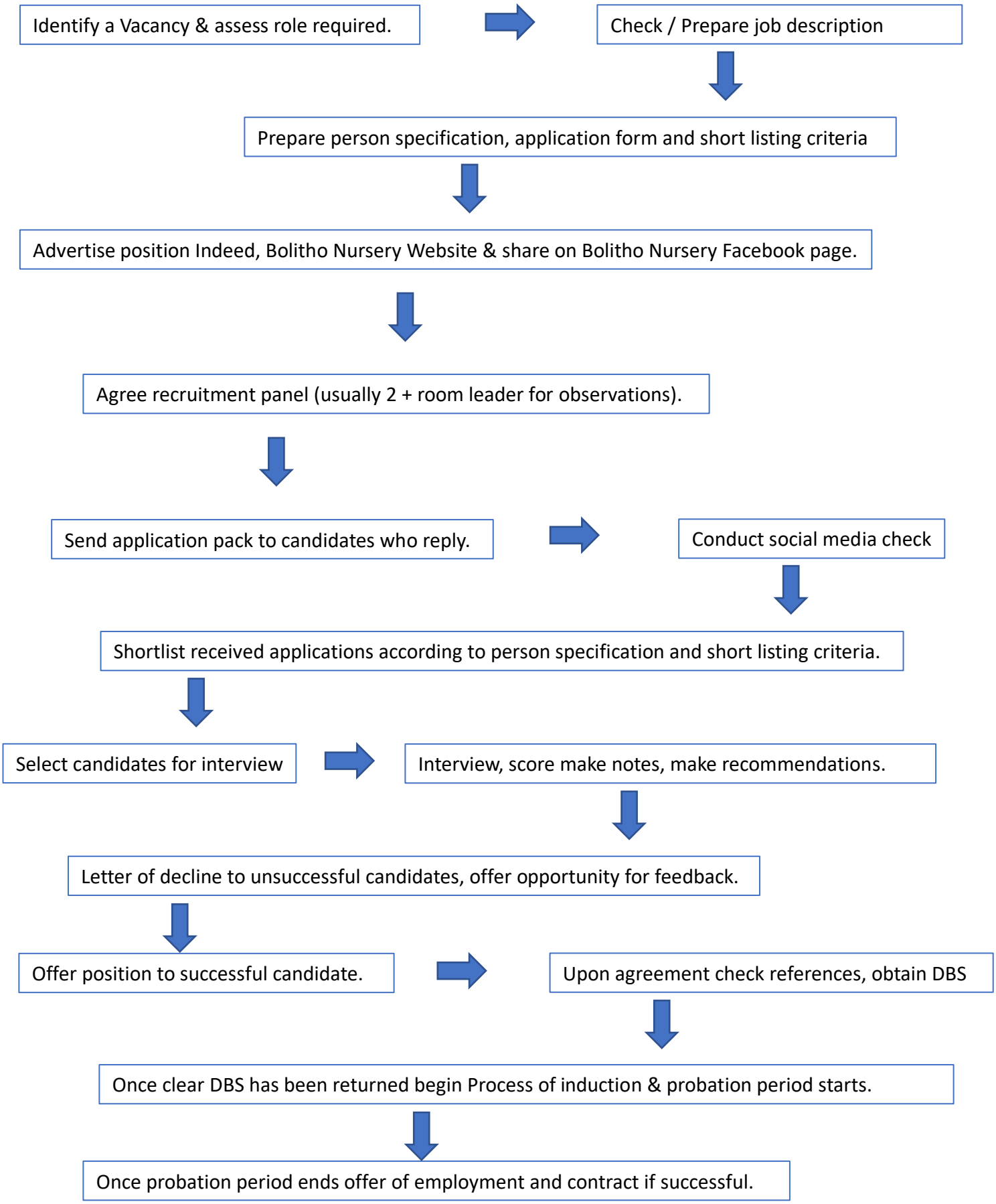RECRUITMENT PROCEDURE FLOW CHART