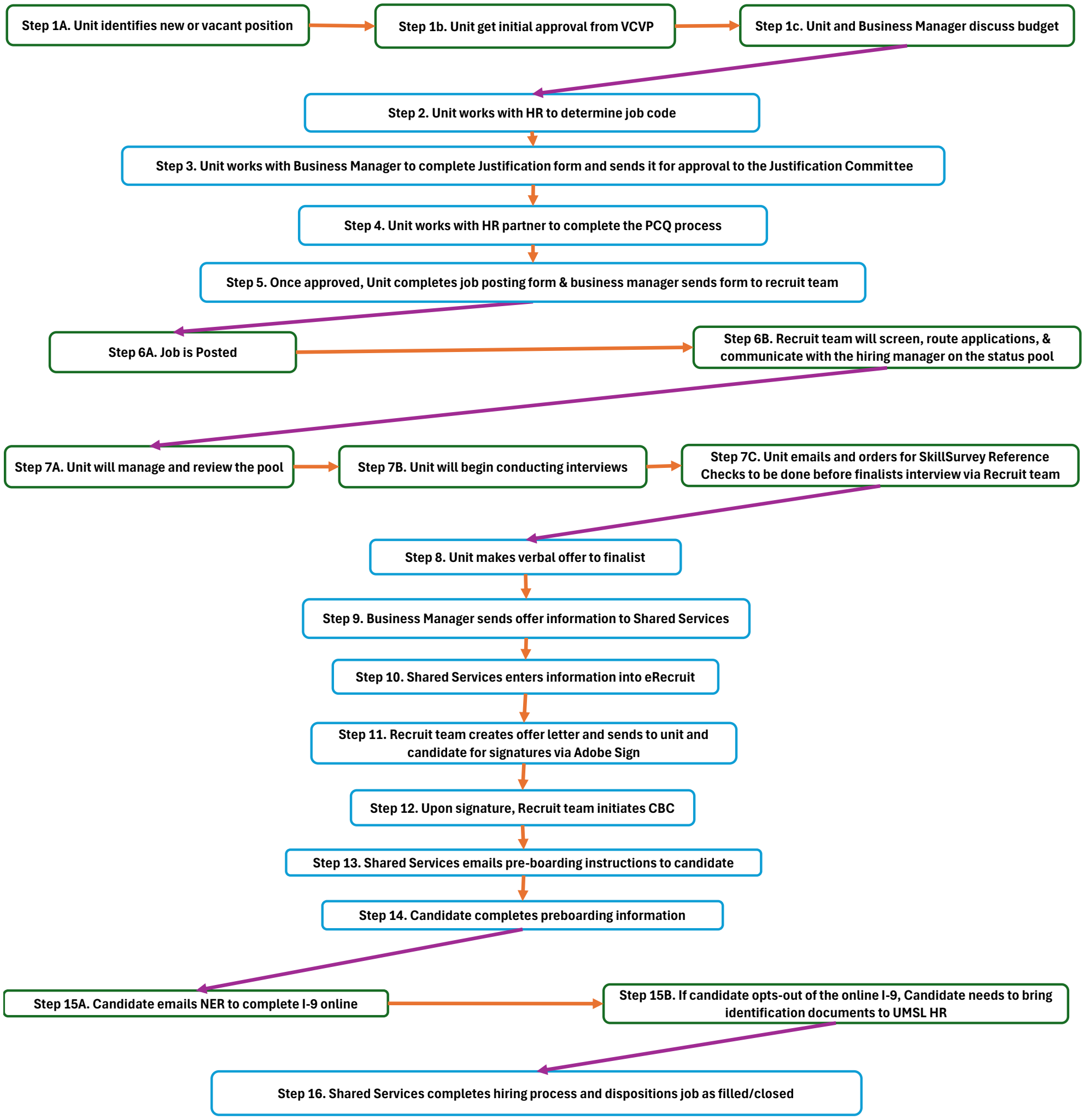Staff Hiring Process