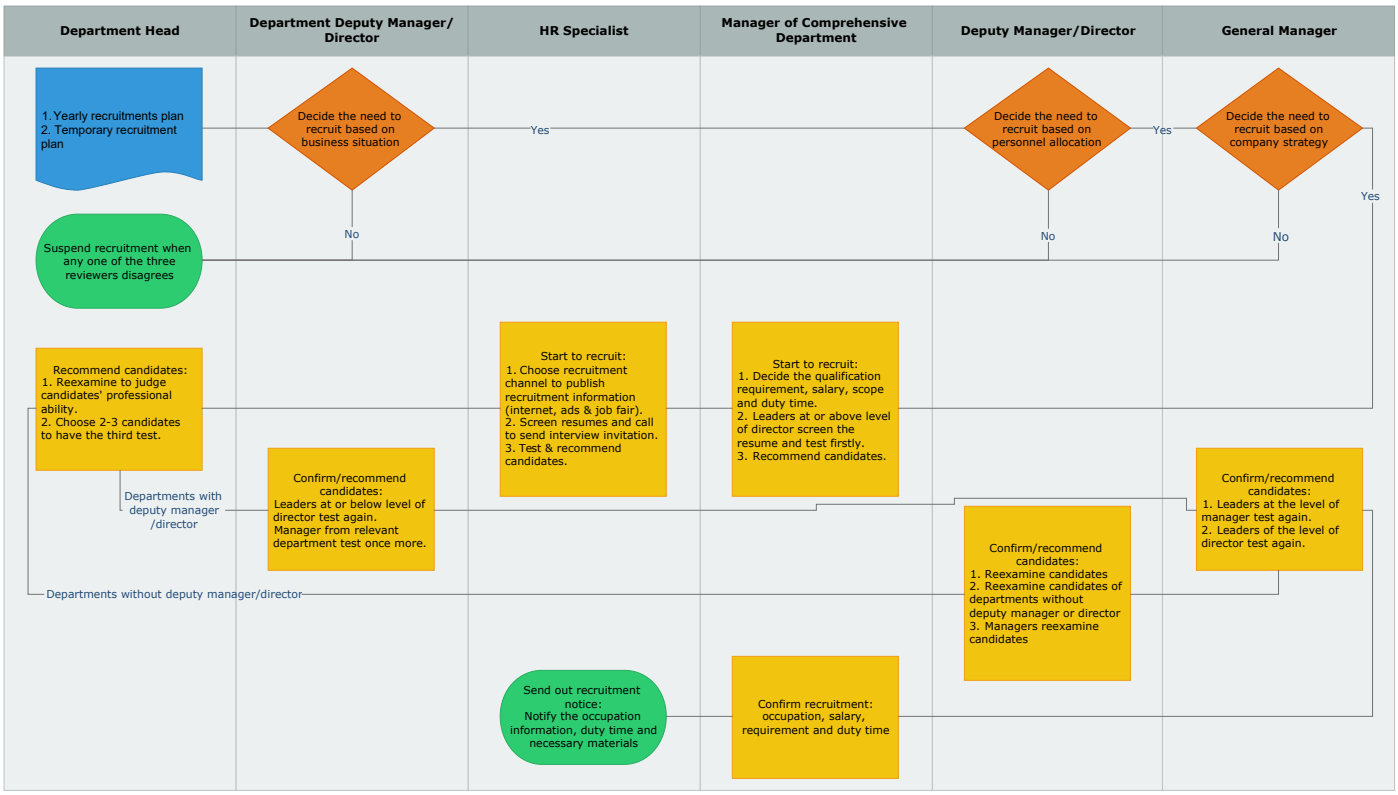Recruitment Management Flow