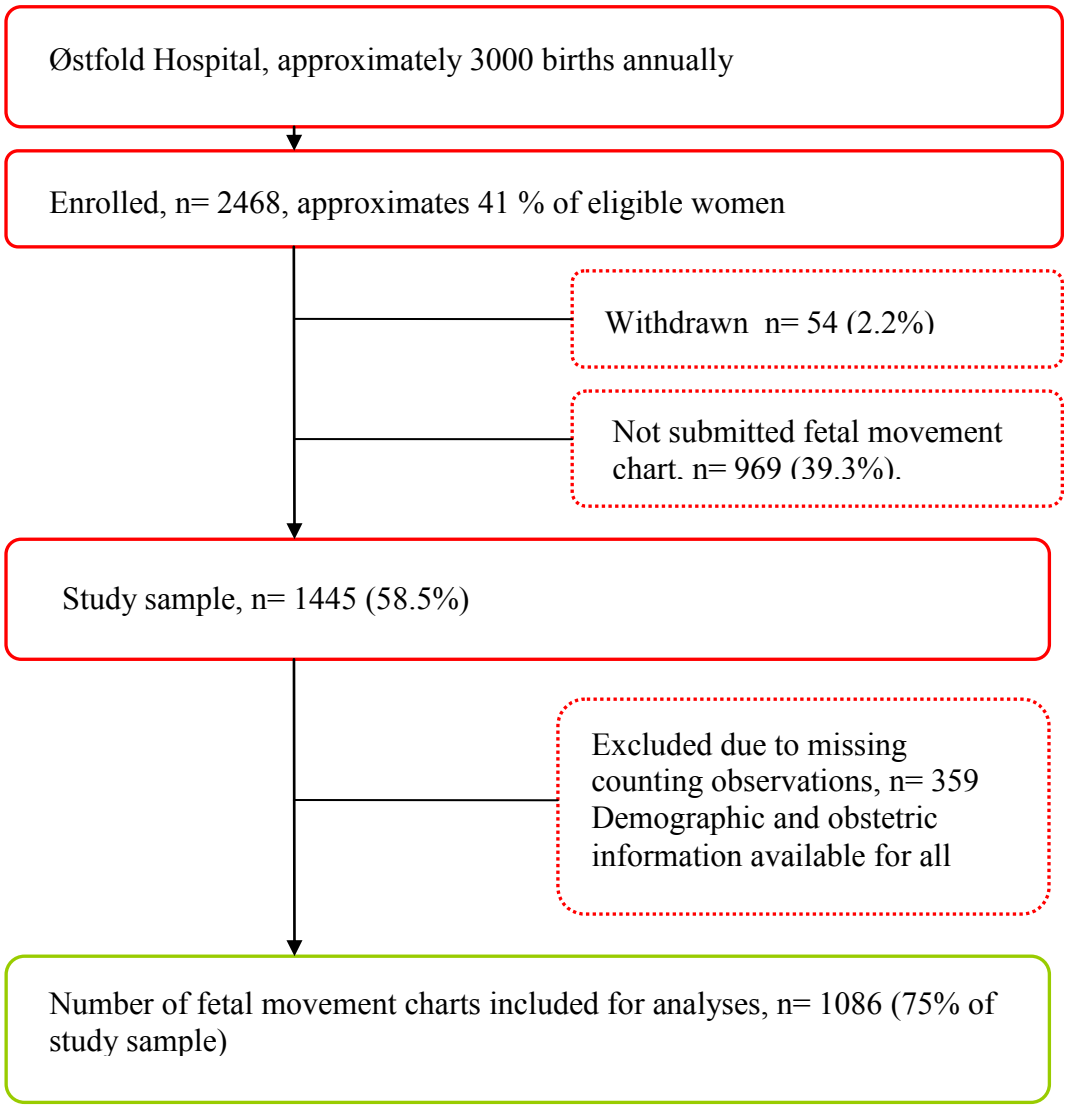Flow chart for recruitment