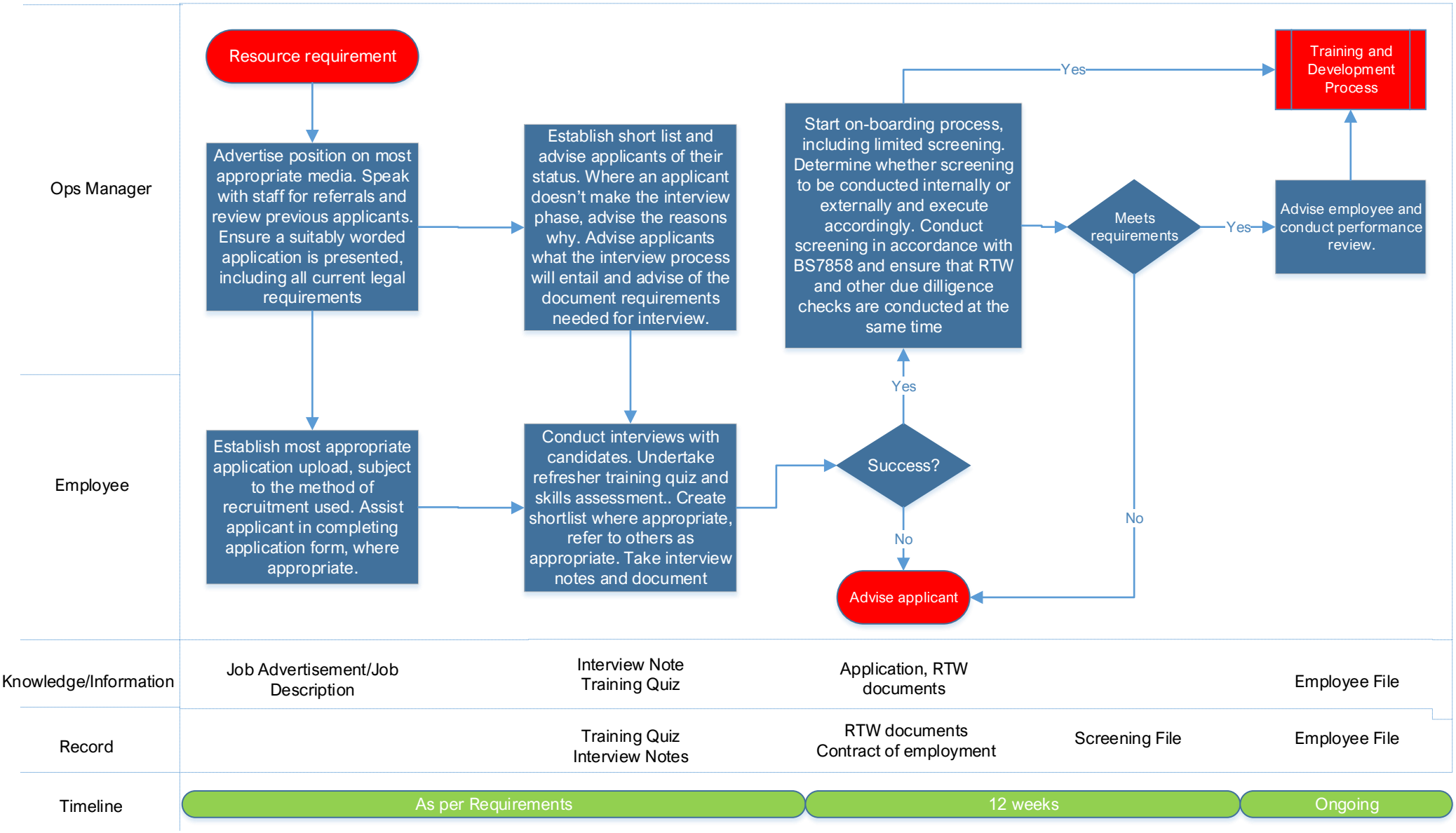RECRUITMENT & SCREENING PROCESS