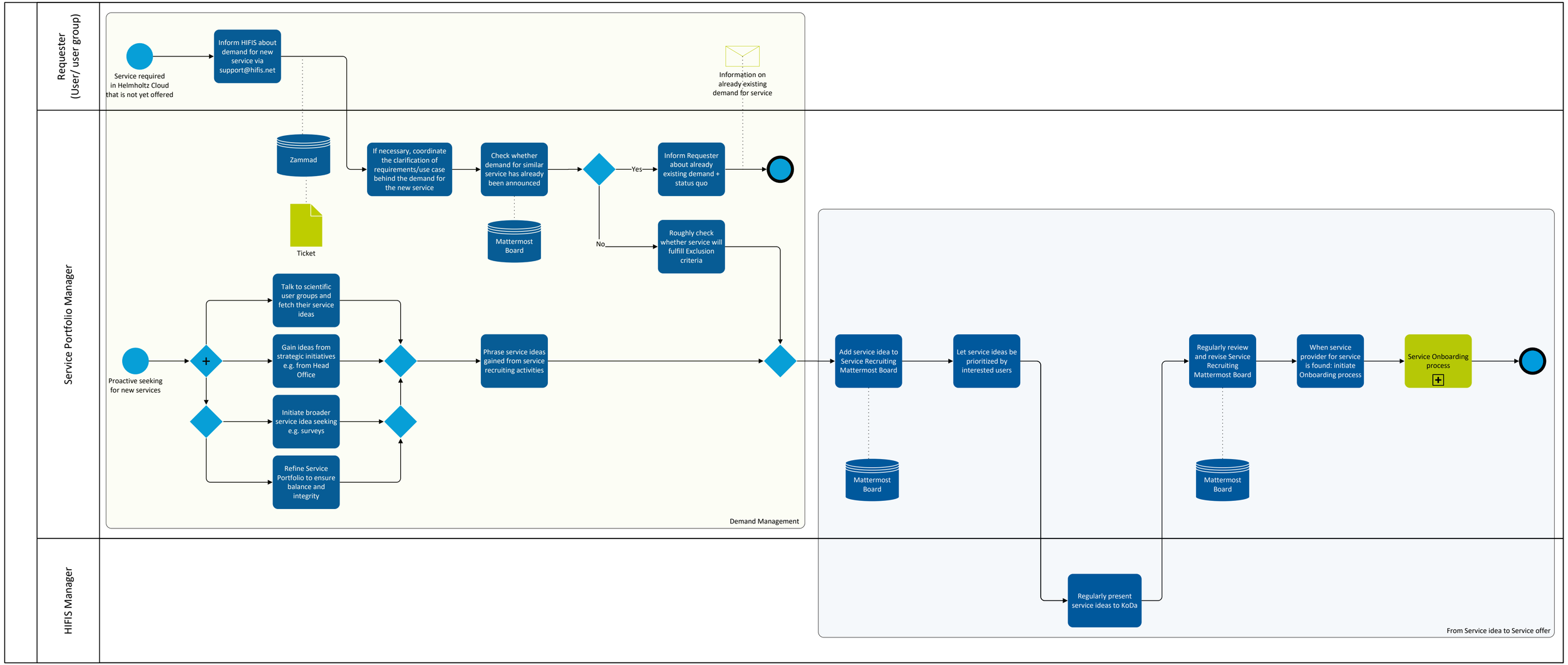HIFIS Cloud SP_Service Recruiting Process v5