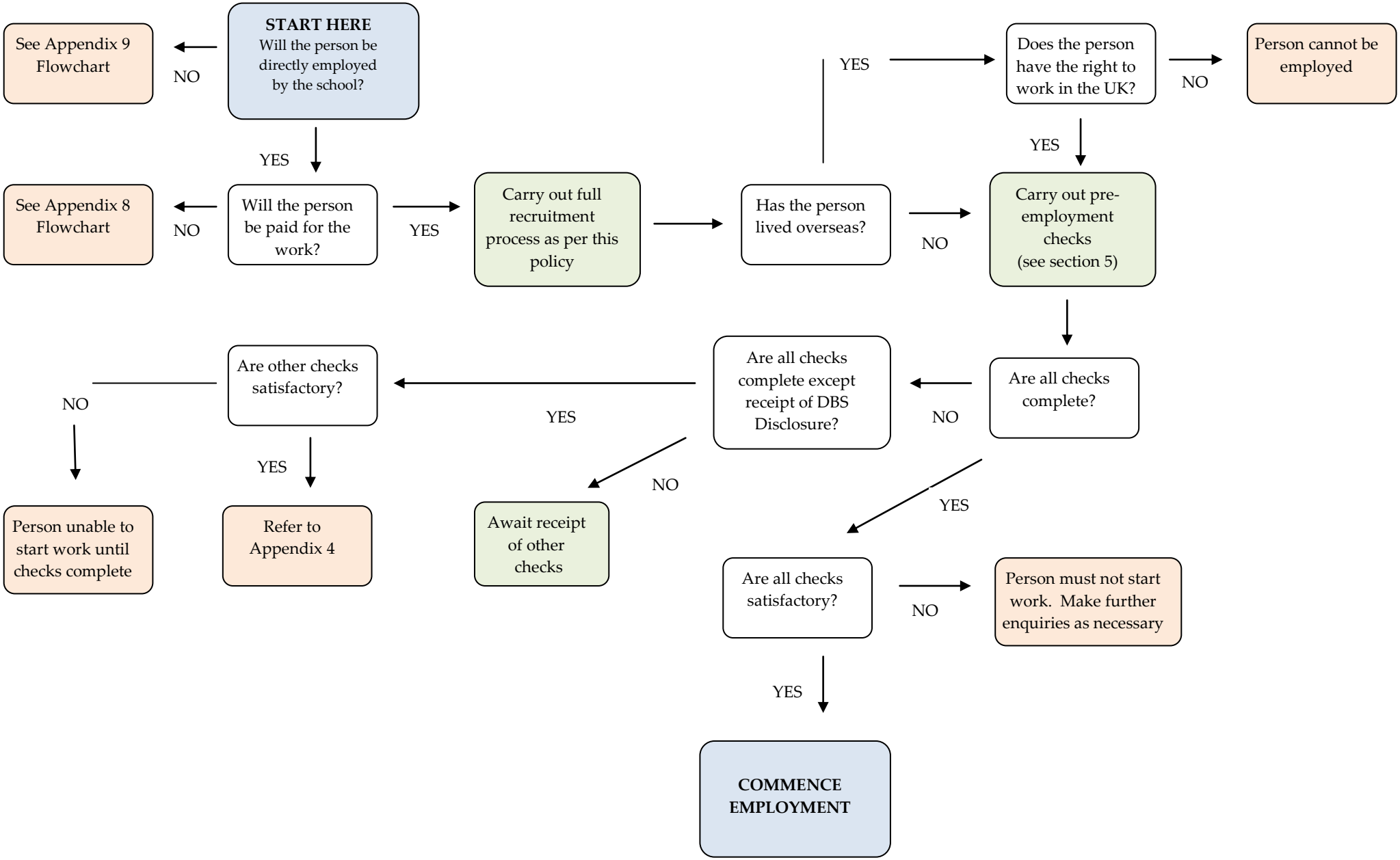APPENDIX 7 – RECRUITMENT PROCESS FLOWCHART