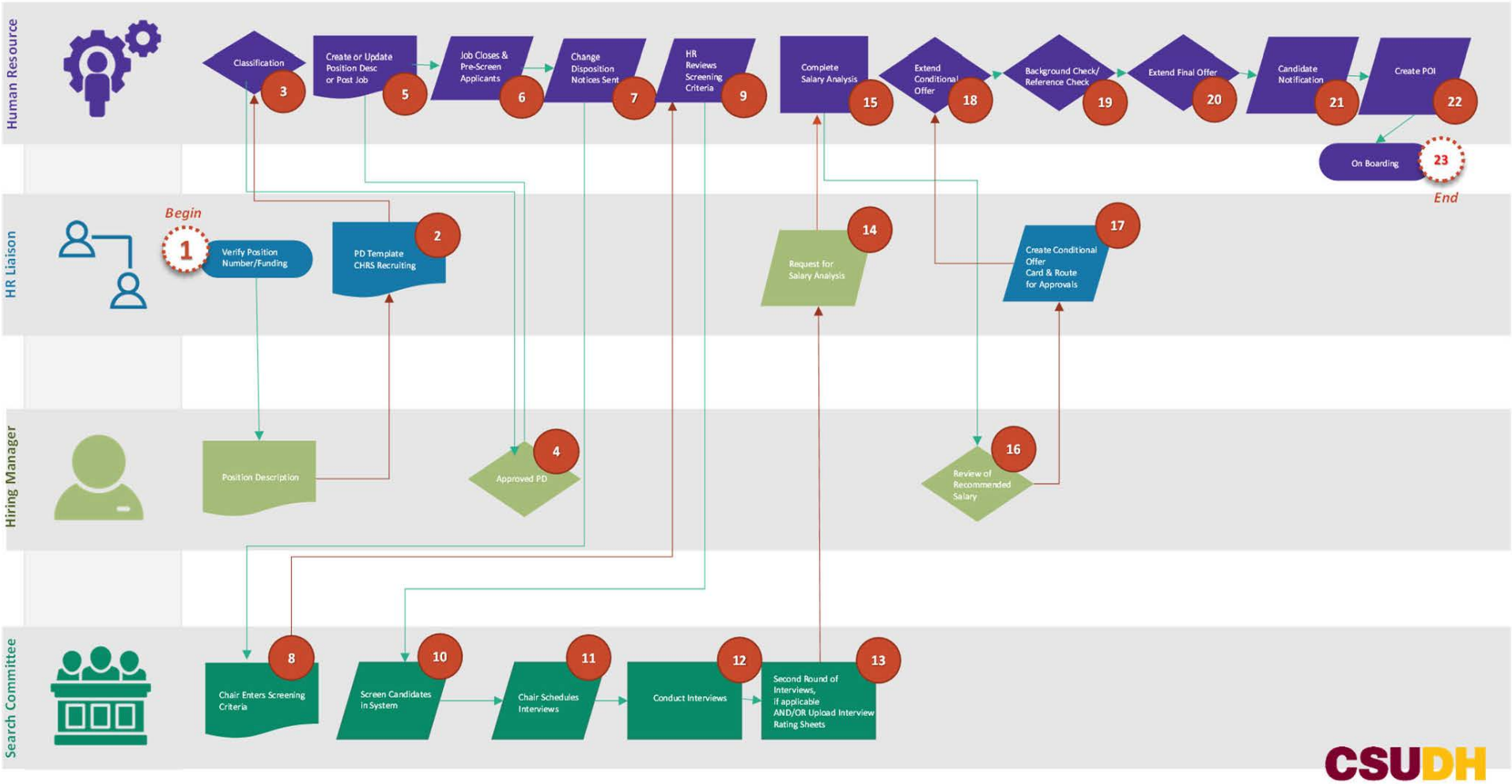Staff/MPP Recruitment Process