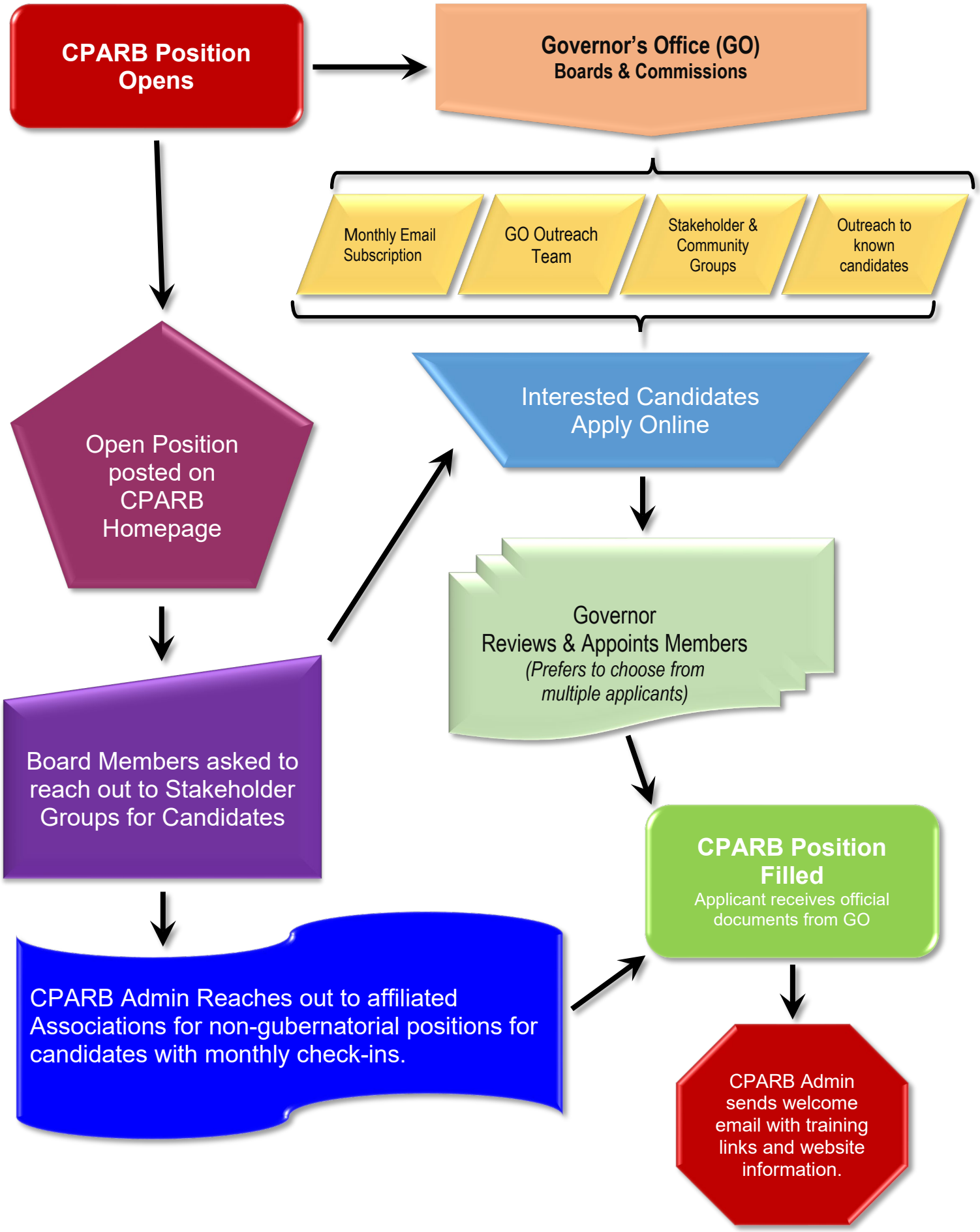CPARB Recruitment Process