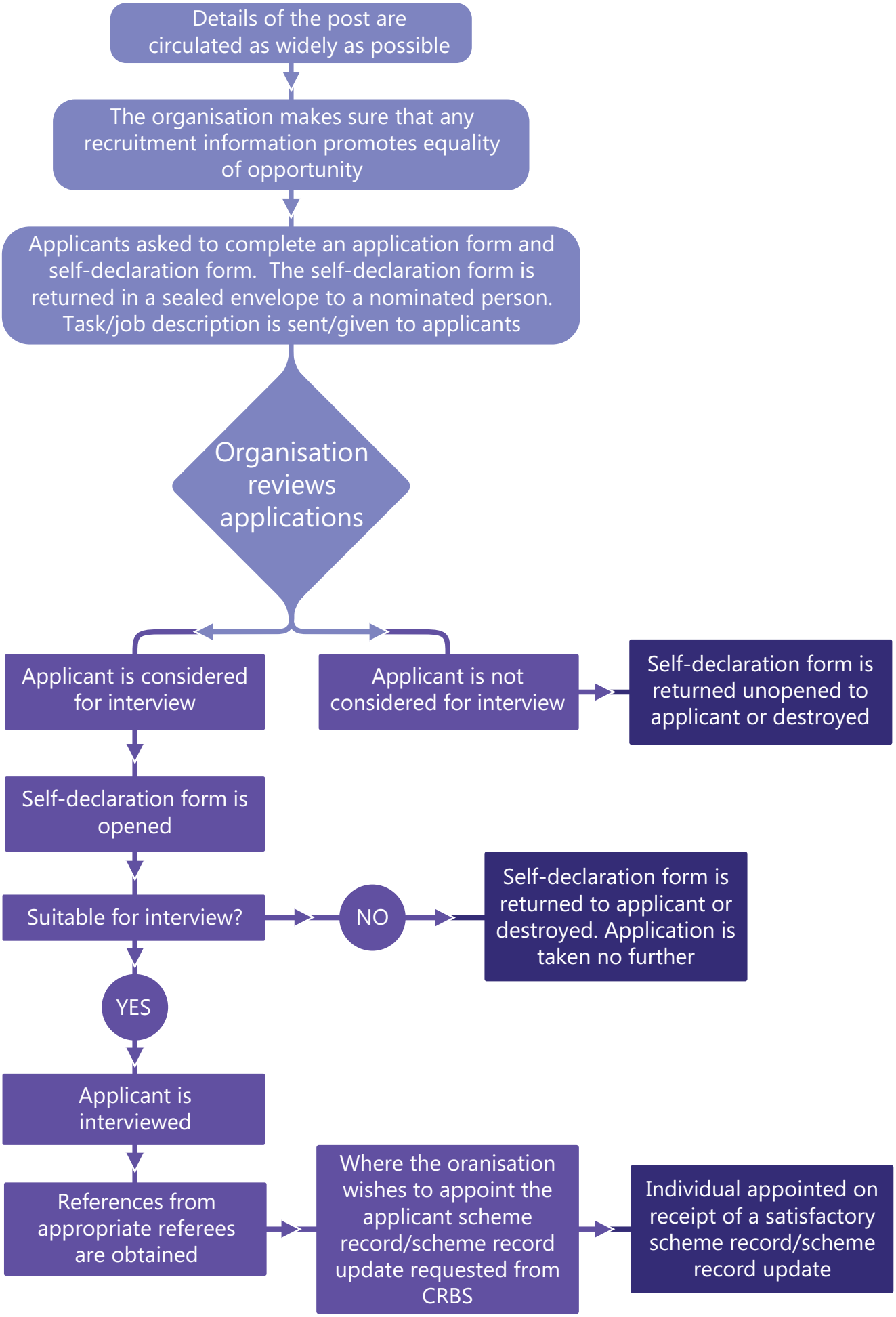1a. SAFE RECRUITMENT FLOW CHART