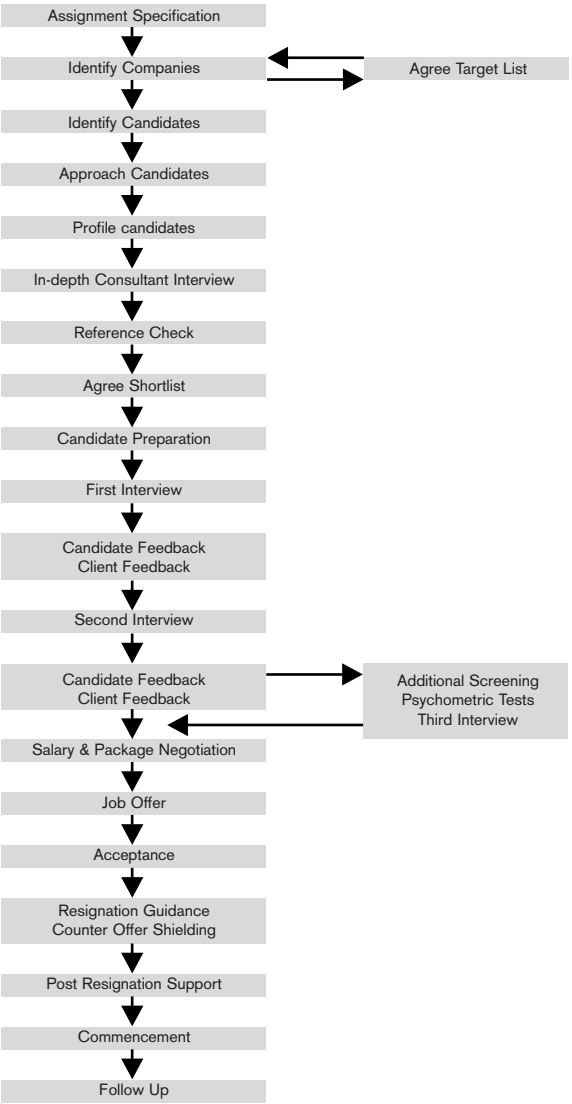Headhunting The Process