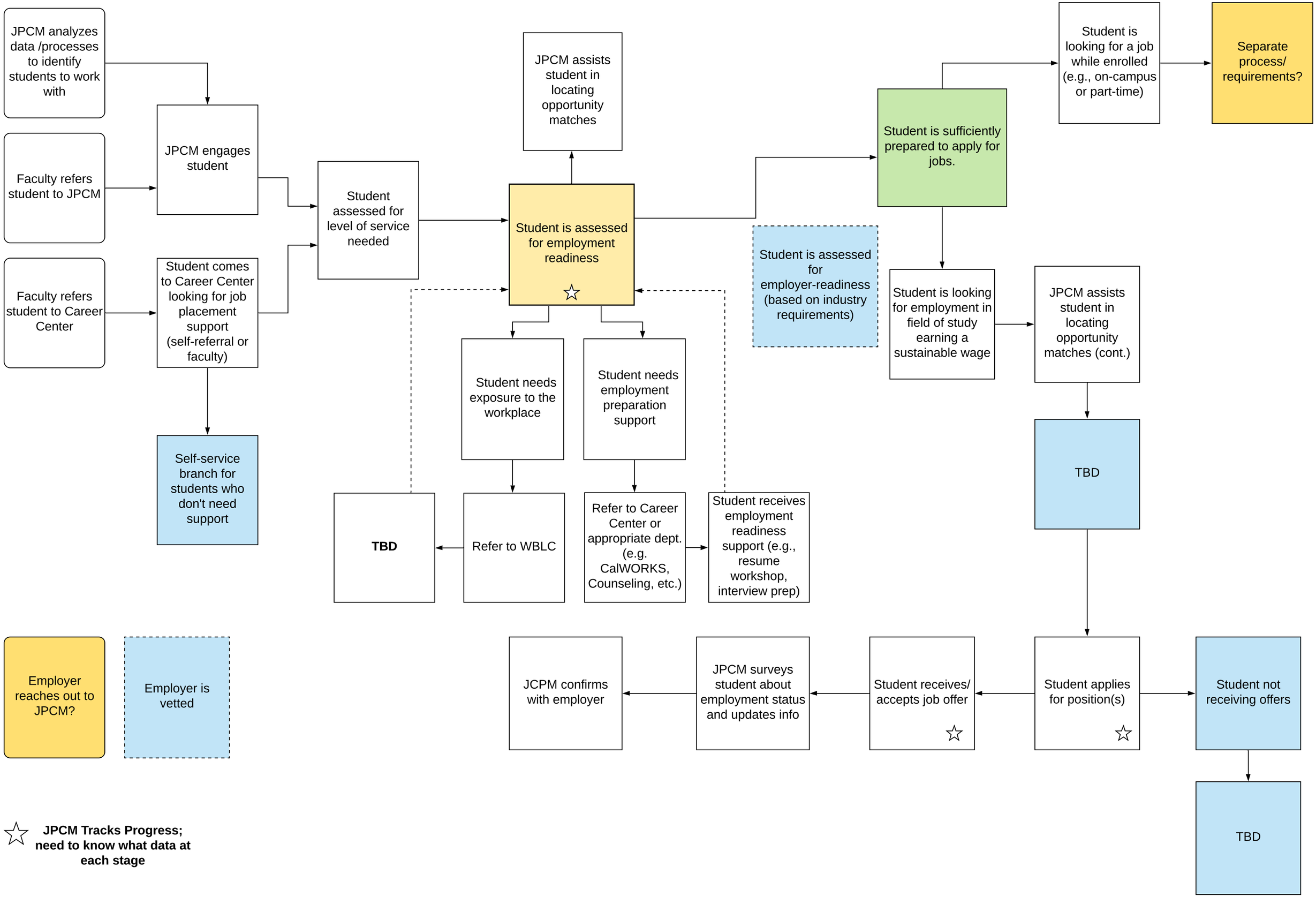Job Placement Process Map v3 5/13/19