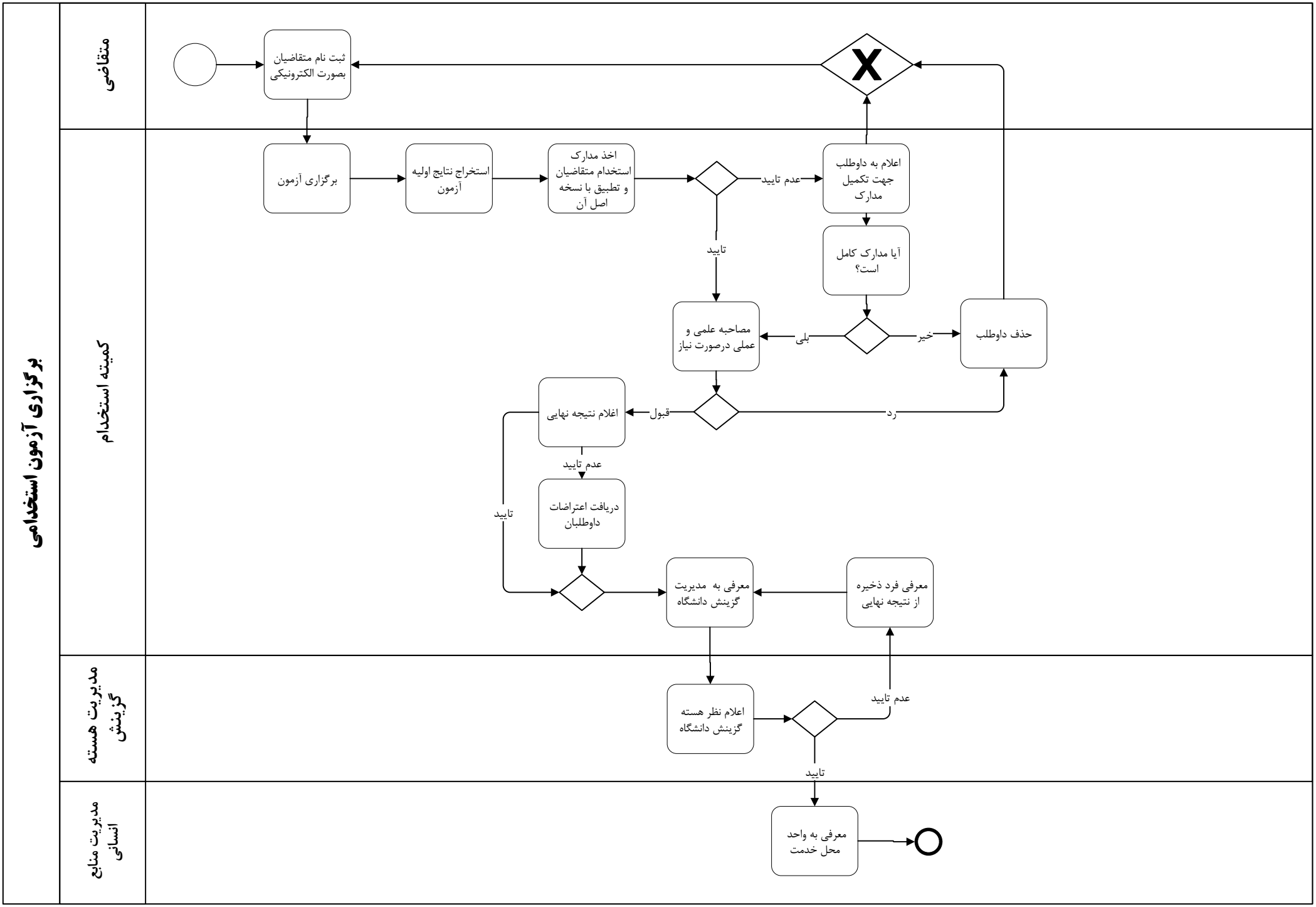برگزاری آزمون استخدامی