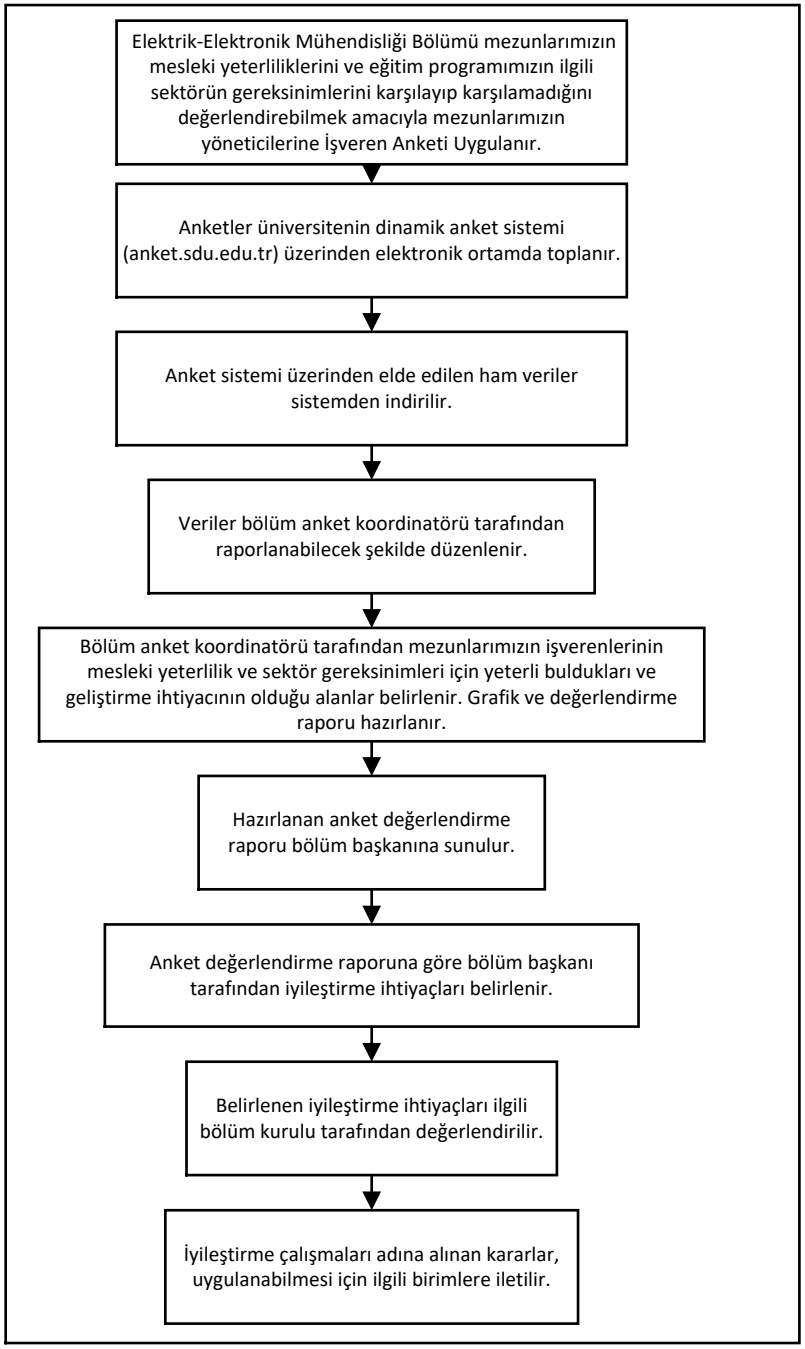İşveren Anketi İş Akış Şeması