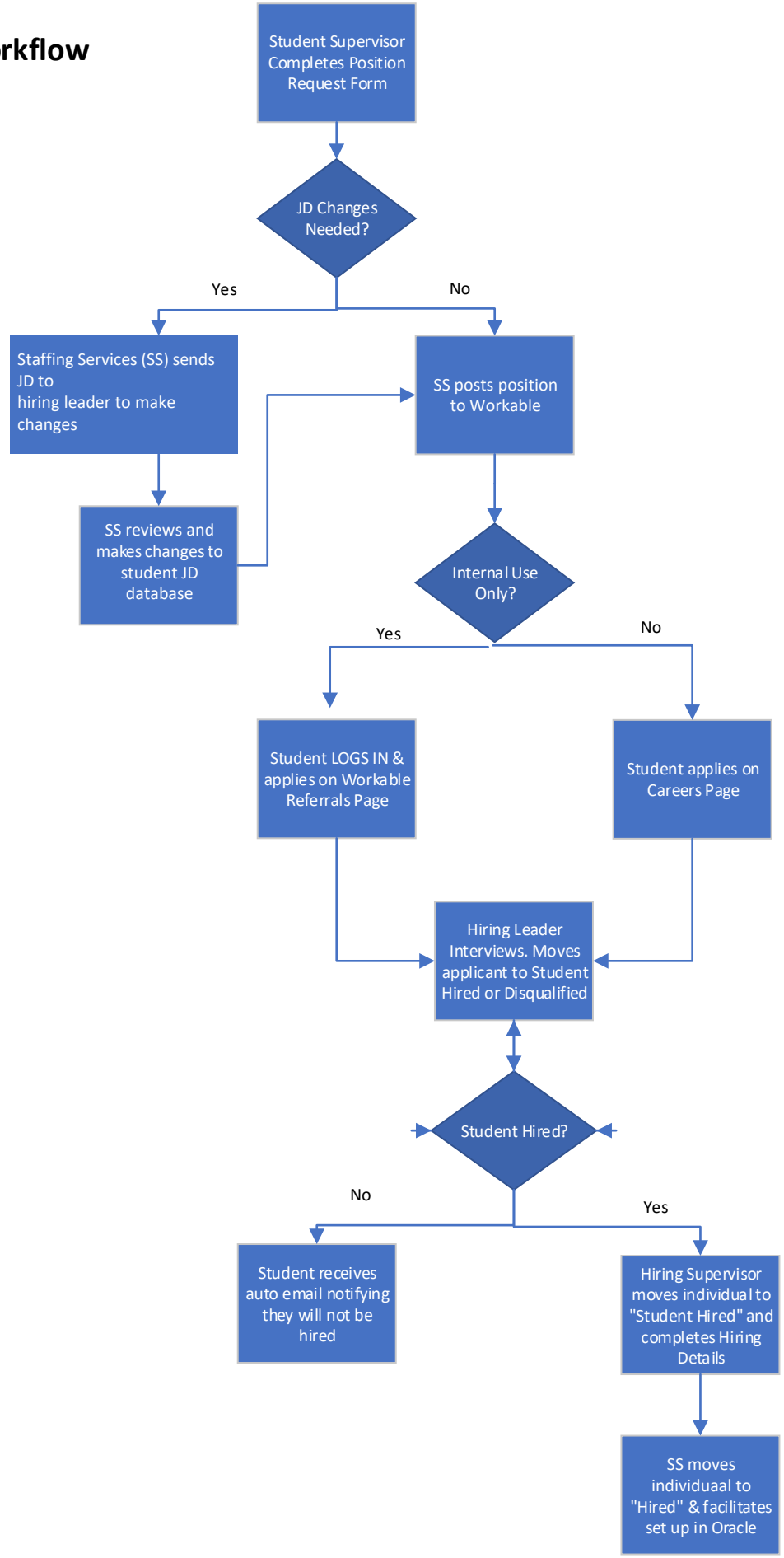Student Hiring Workflow