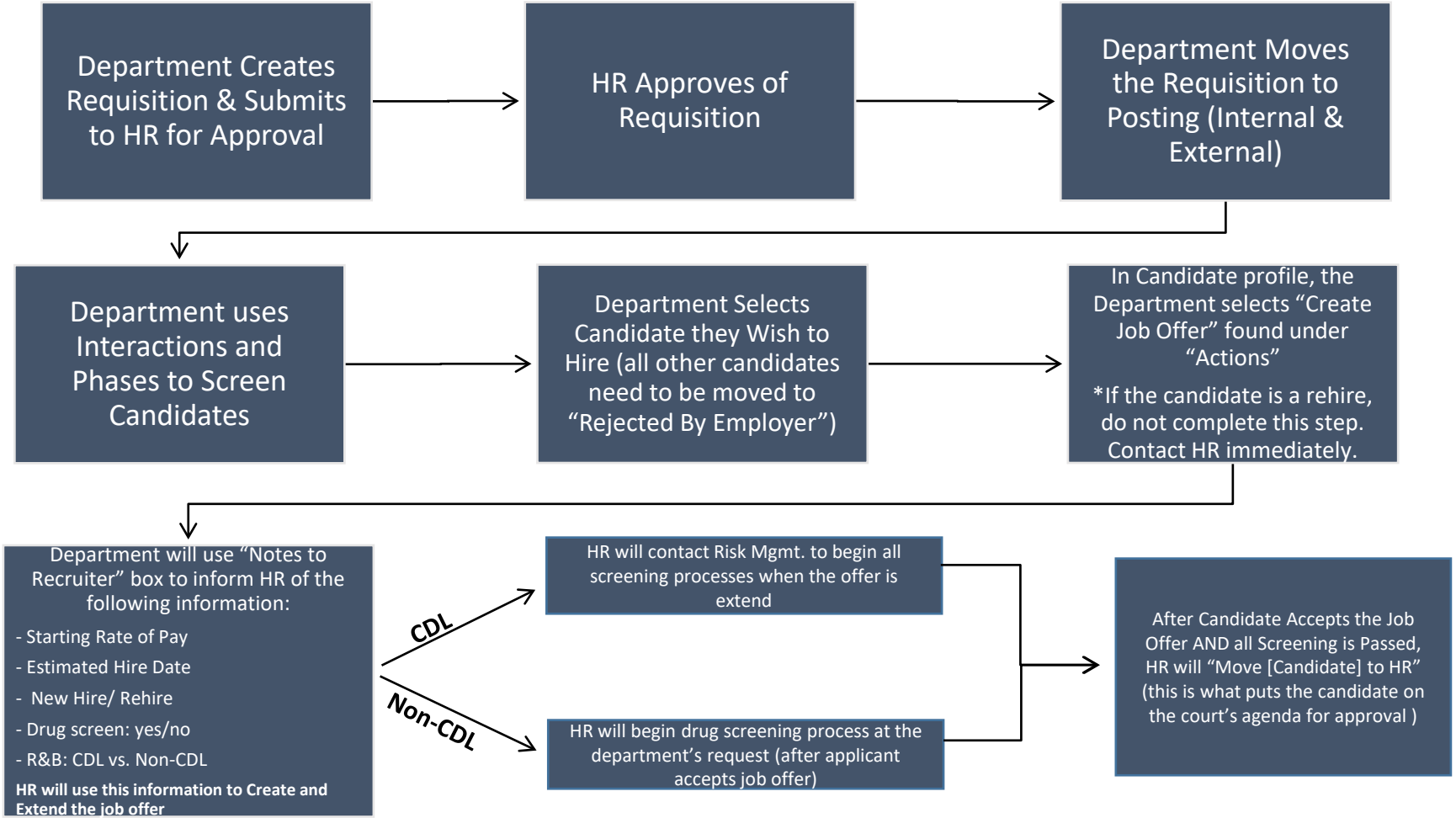Oracle Recruiting Process