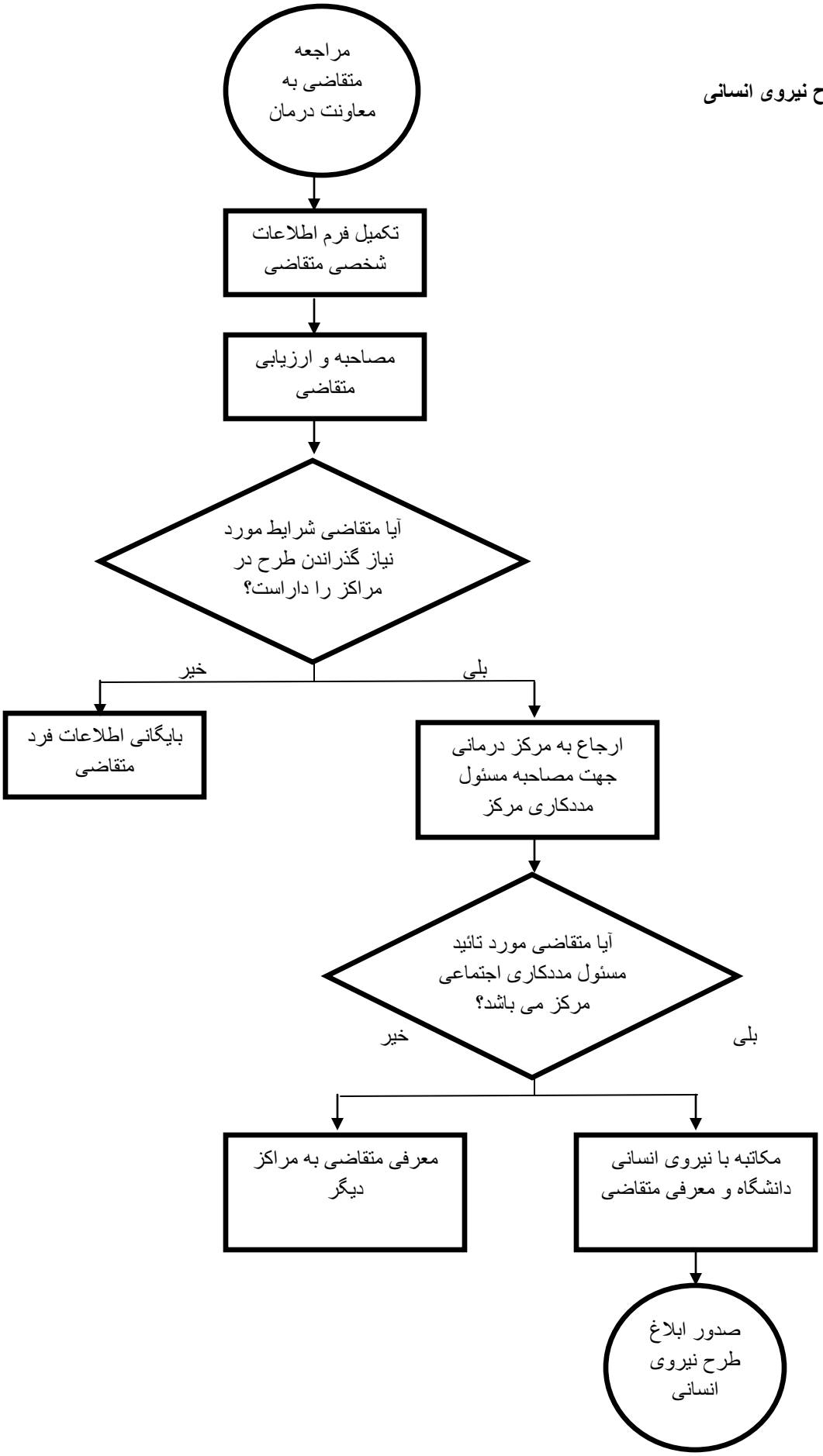طرح نیروی انسانی