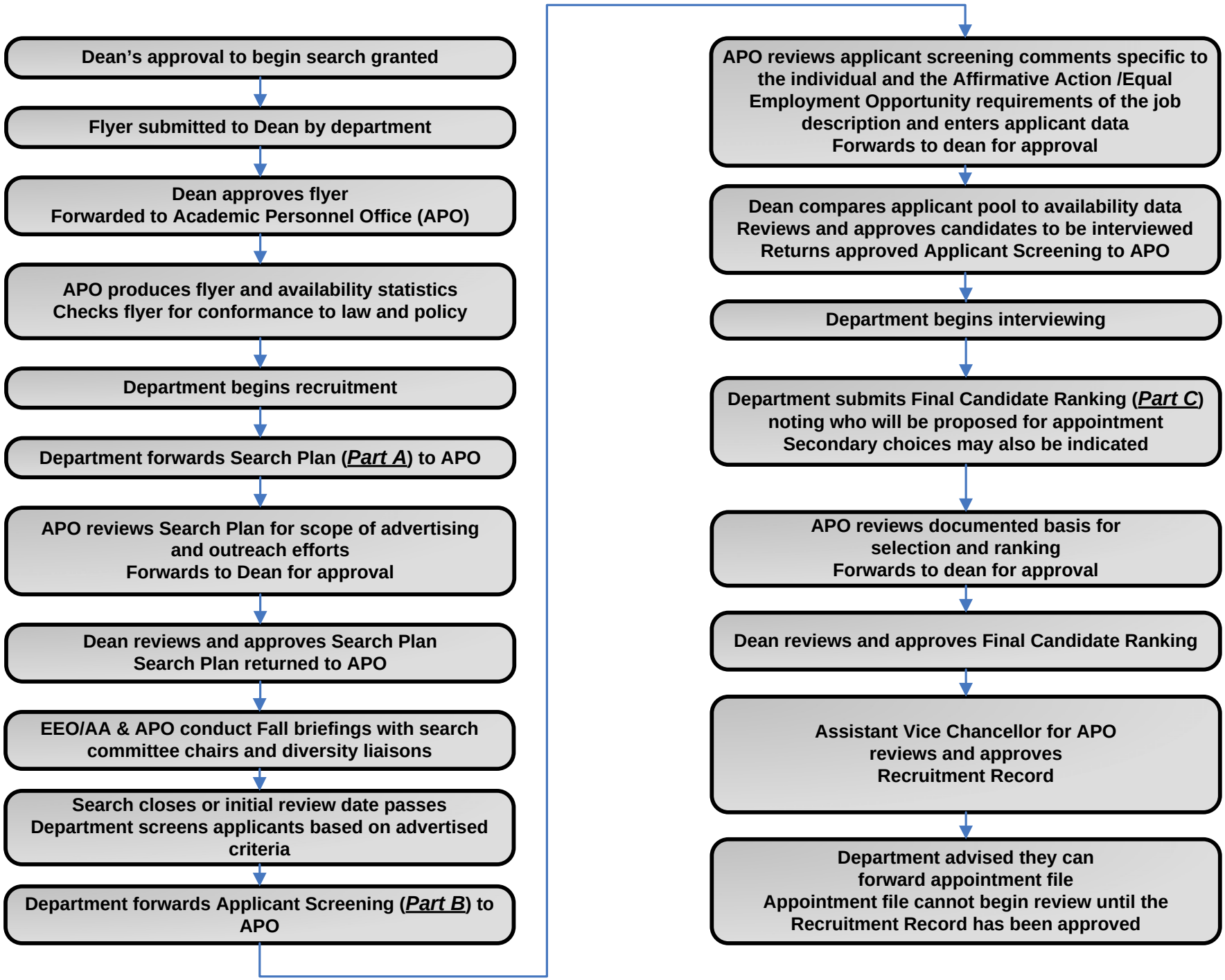LADDER-RANK RECRUITMENT FLOW CHART