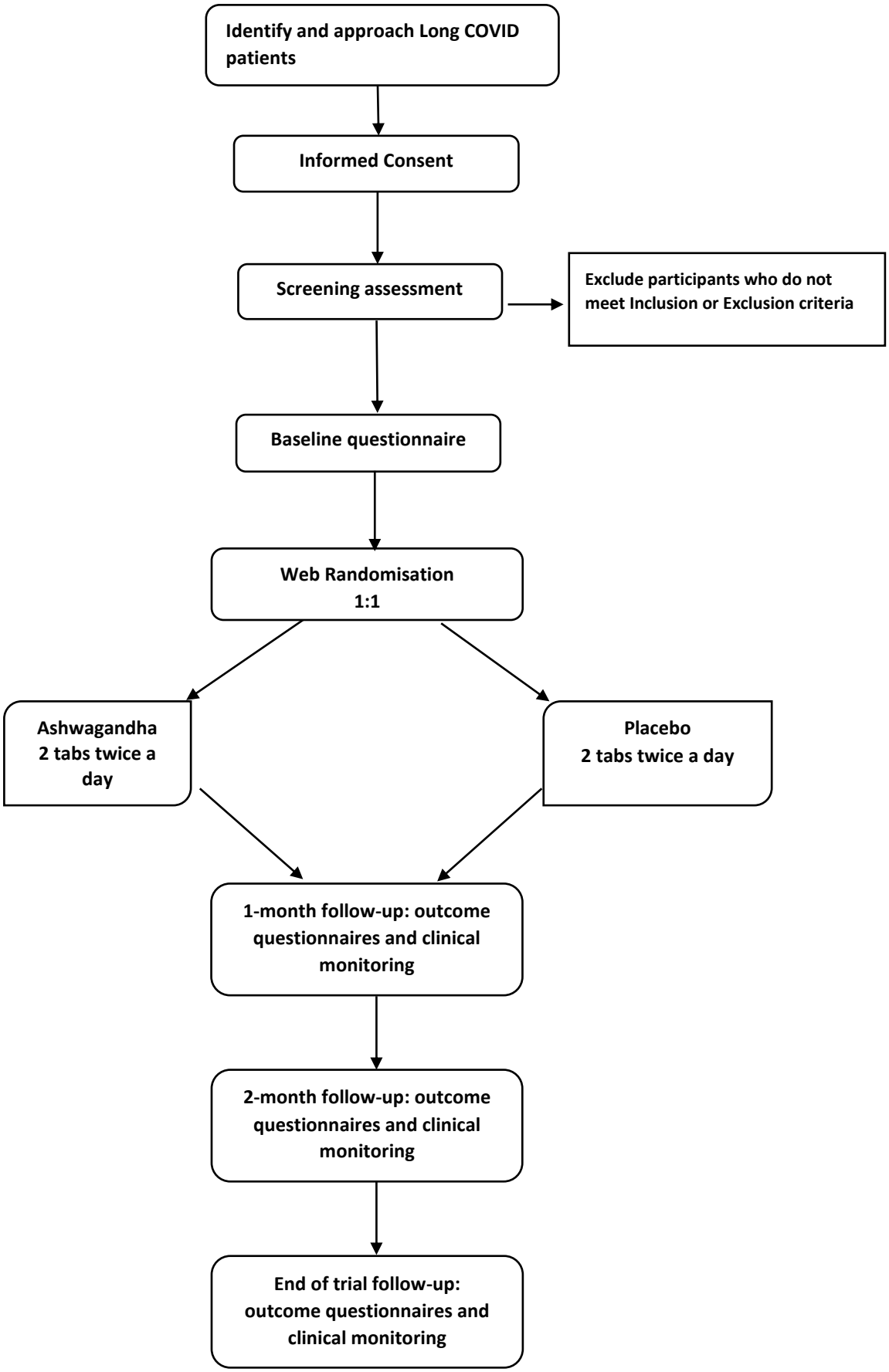Recruitment pathway