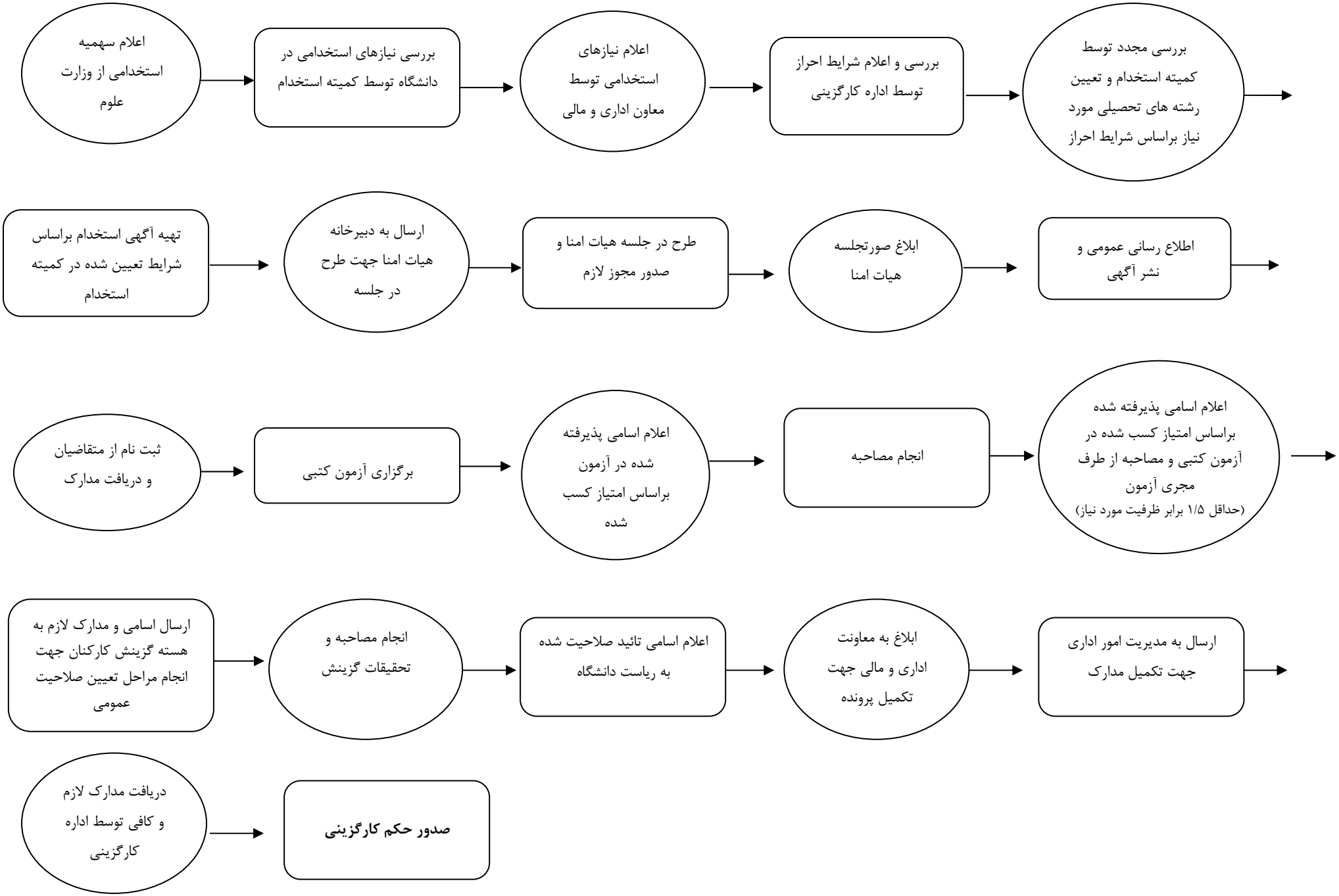جذب نیروی رسمی و پیمانی