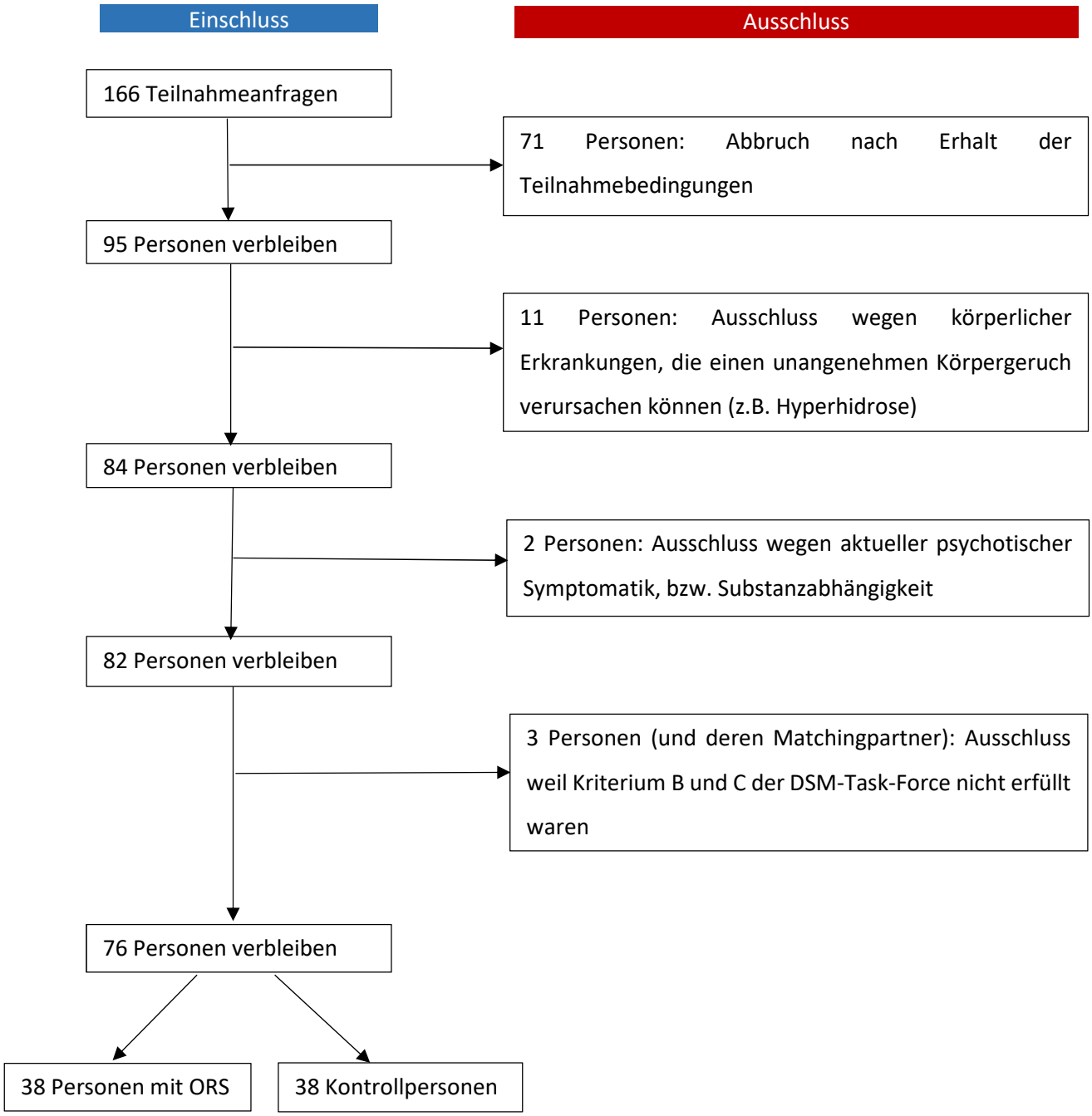Flow-Chart zum Rekrutierungsverlauf