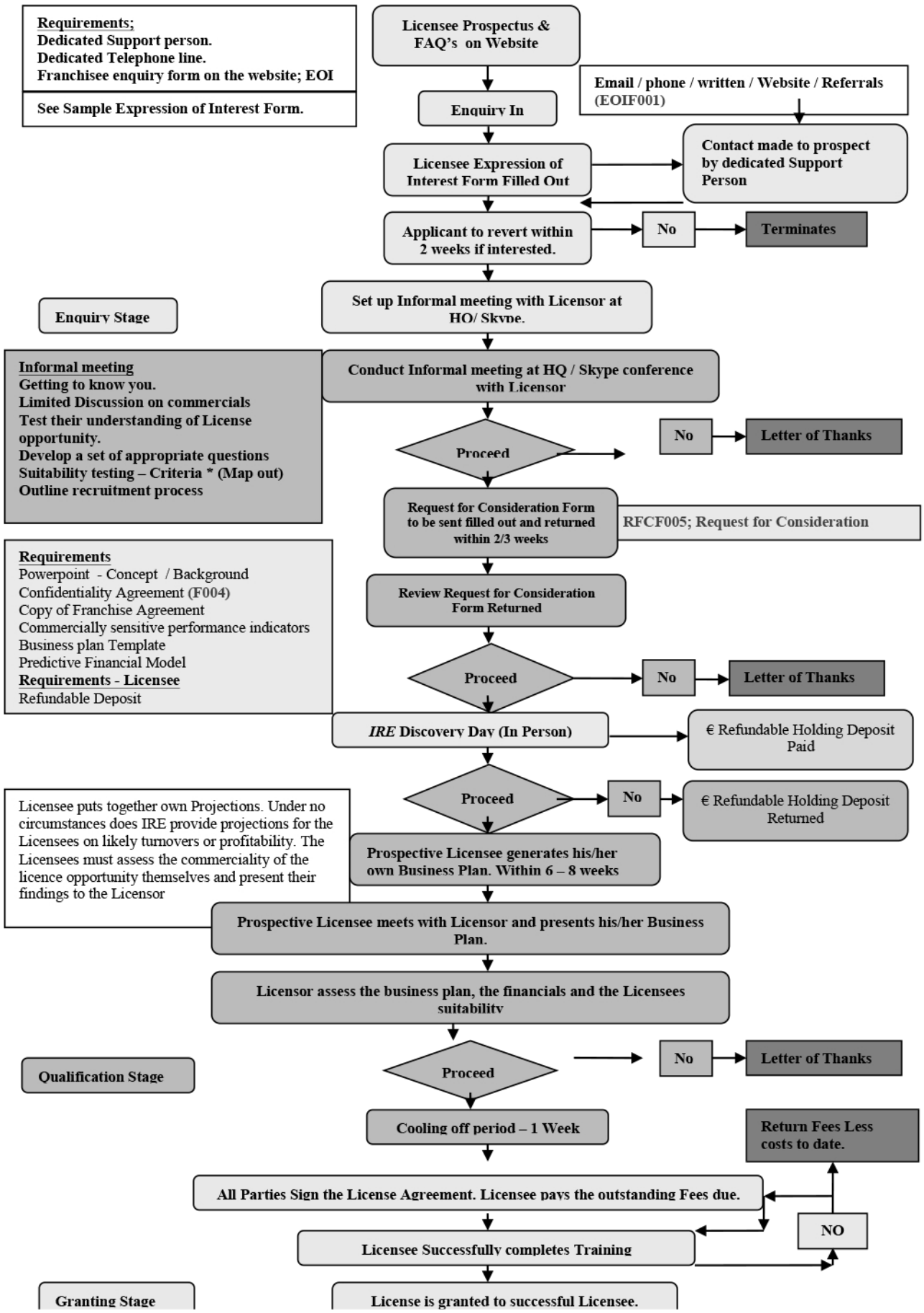IRE Licensees Recruitment Process