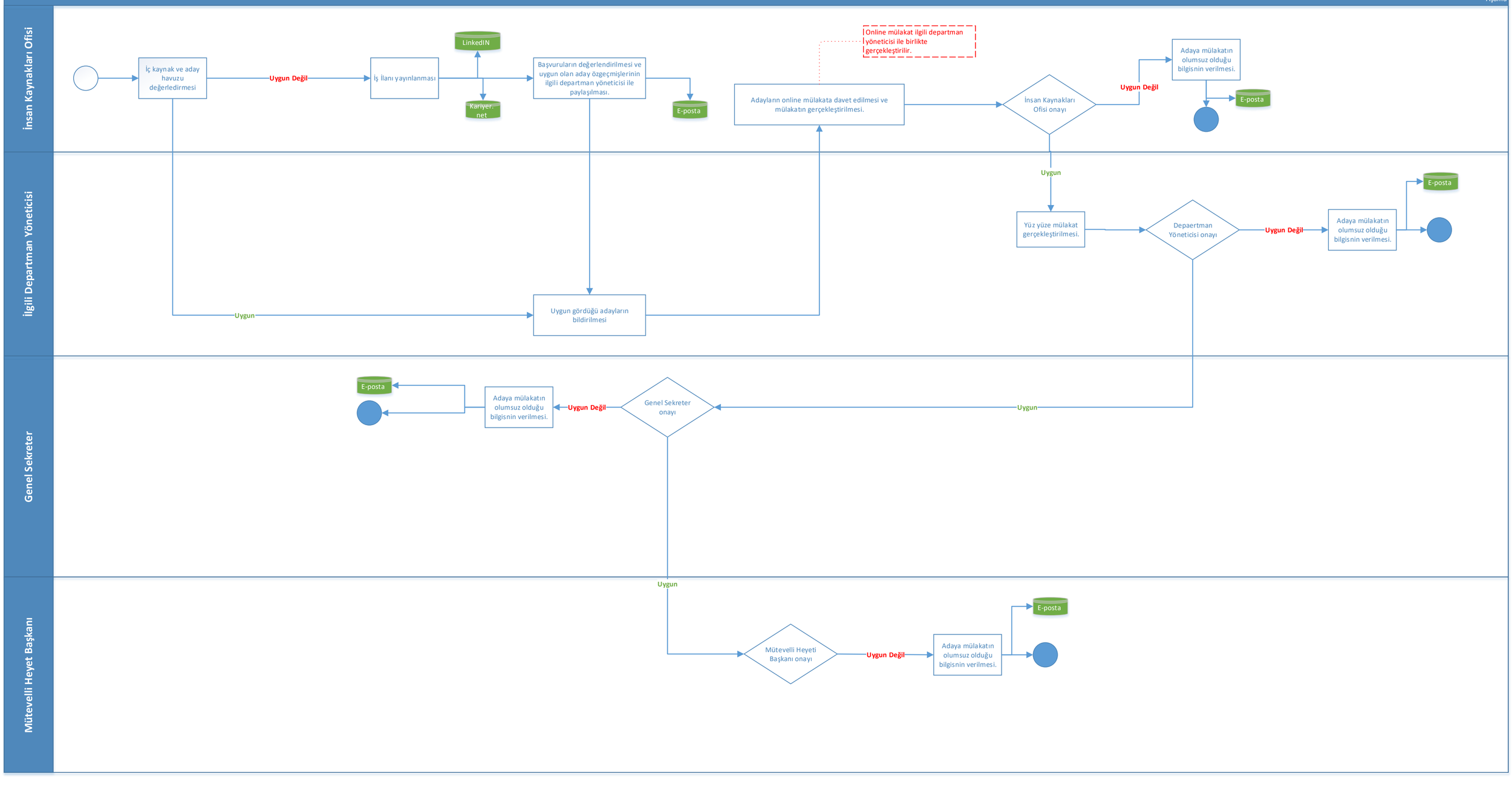İA.İKM.009.İŞE ALIM SÜRECİ İŞ AKIŞI