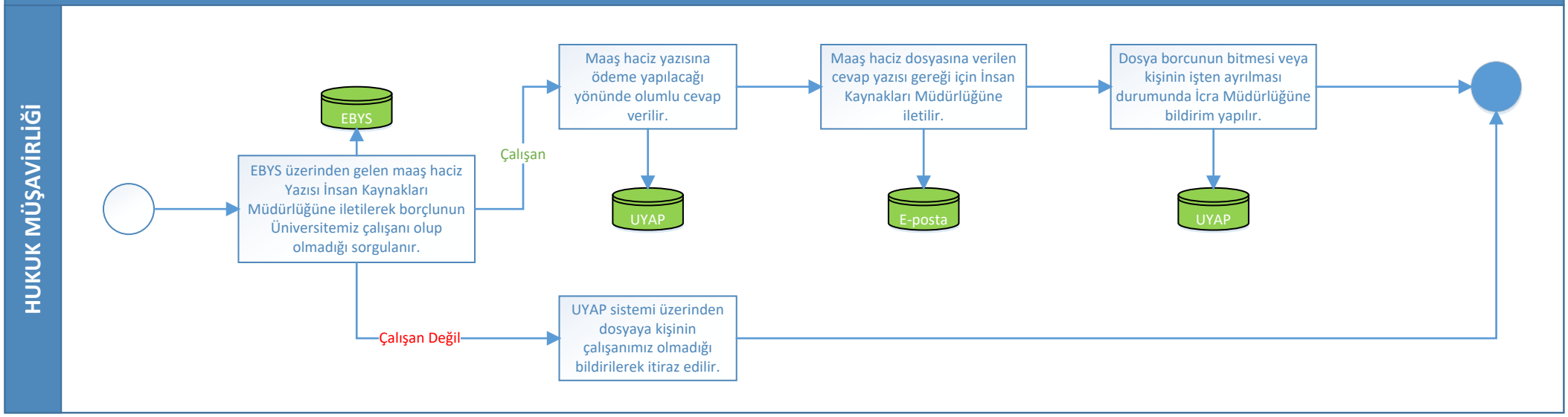İA.HUK.004.MAAŞ HACZİ İŞ AKIŞI