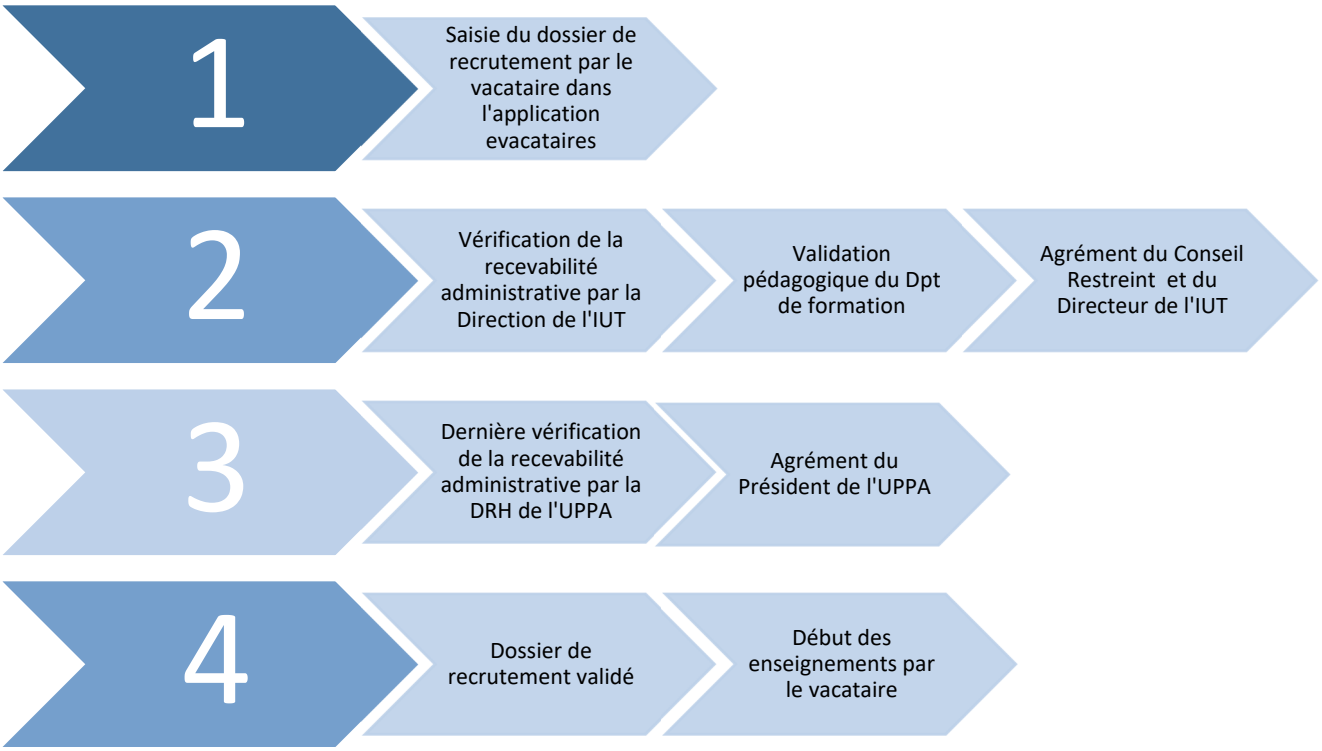CHRONOLOGIE DES DIFFERENTES ETAPES DU RECRUTEMENT