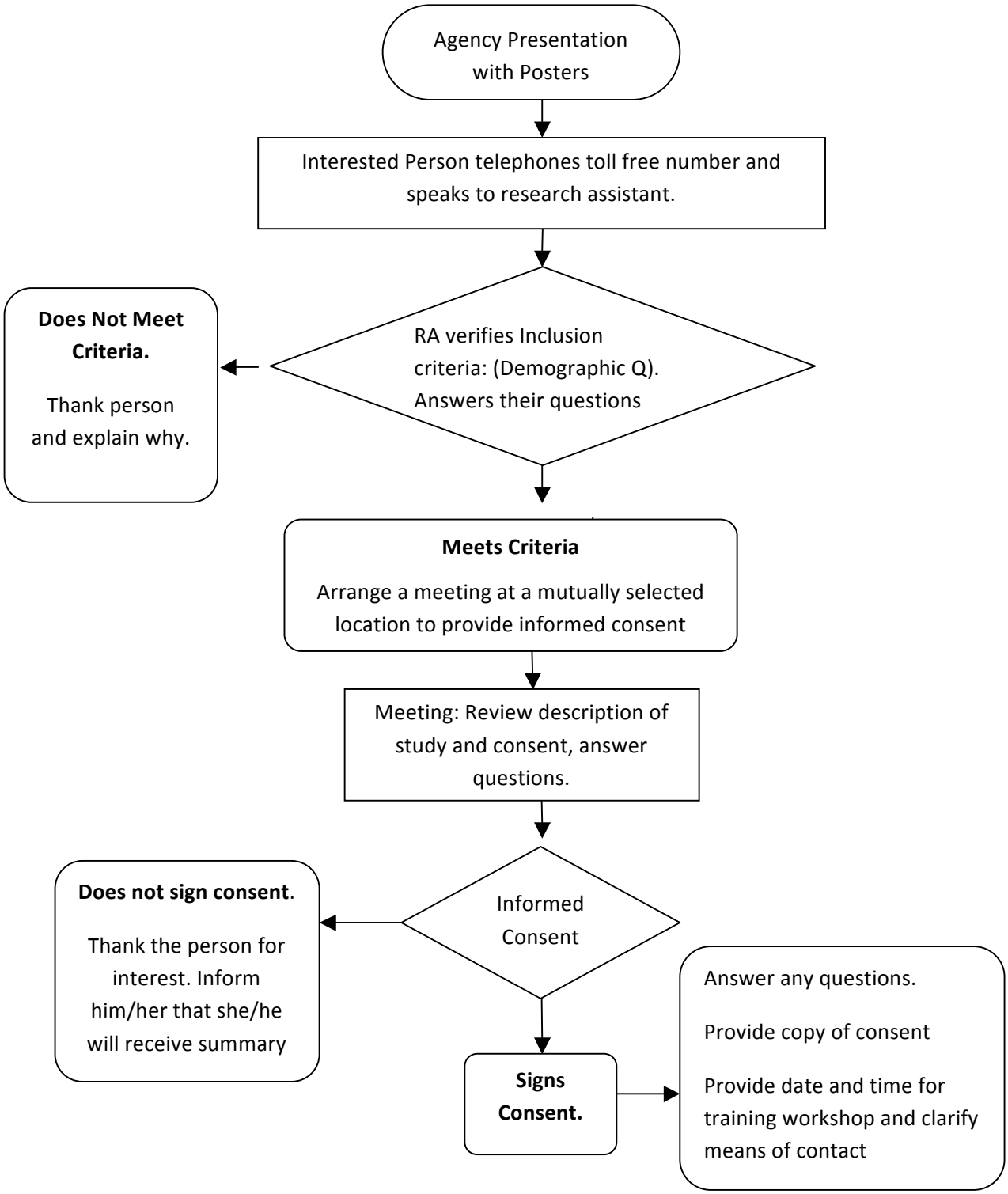APPENDIX K: RECRUITMENT PLAN