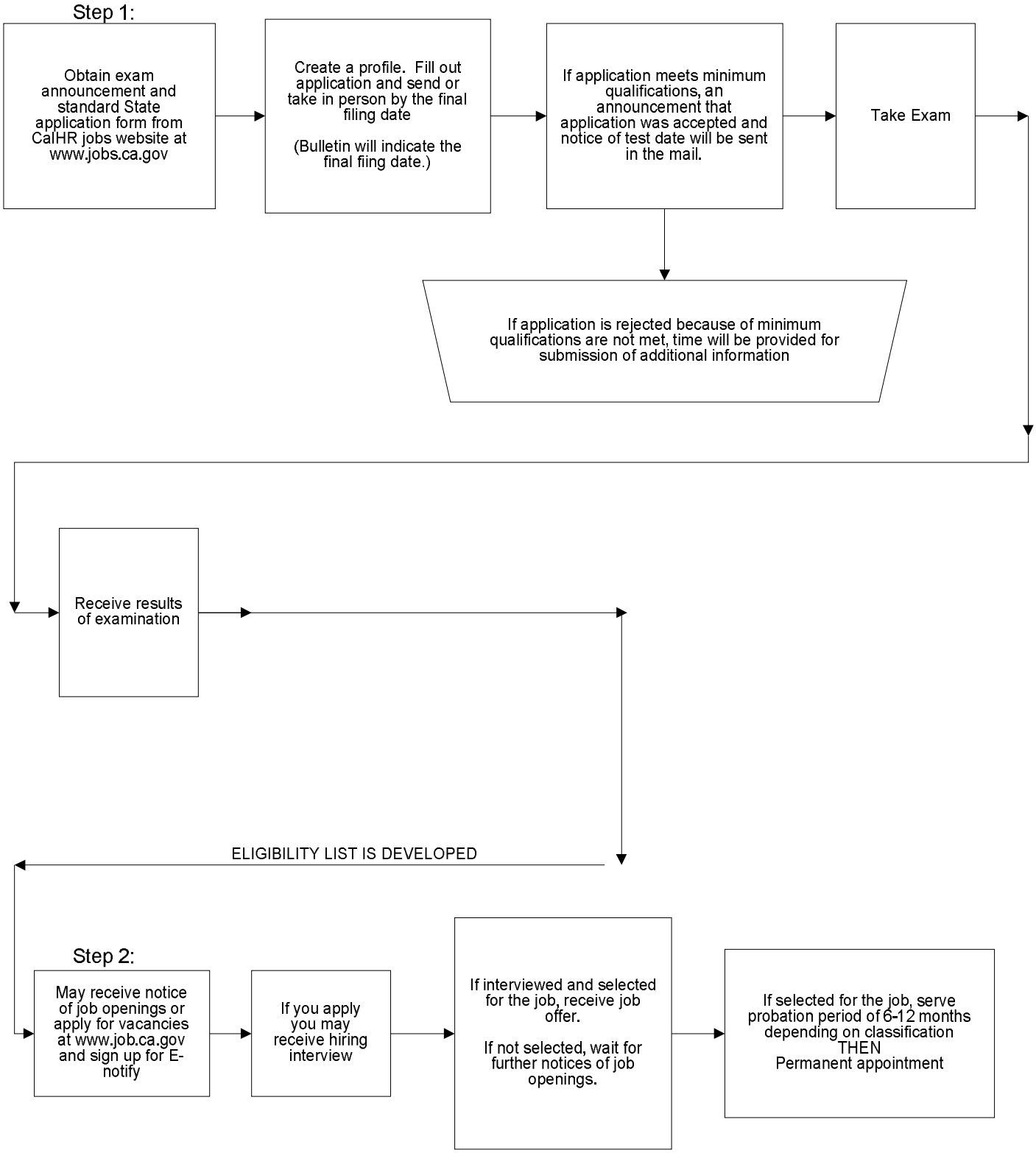State Civil Service Process