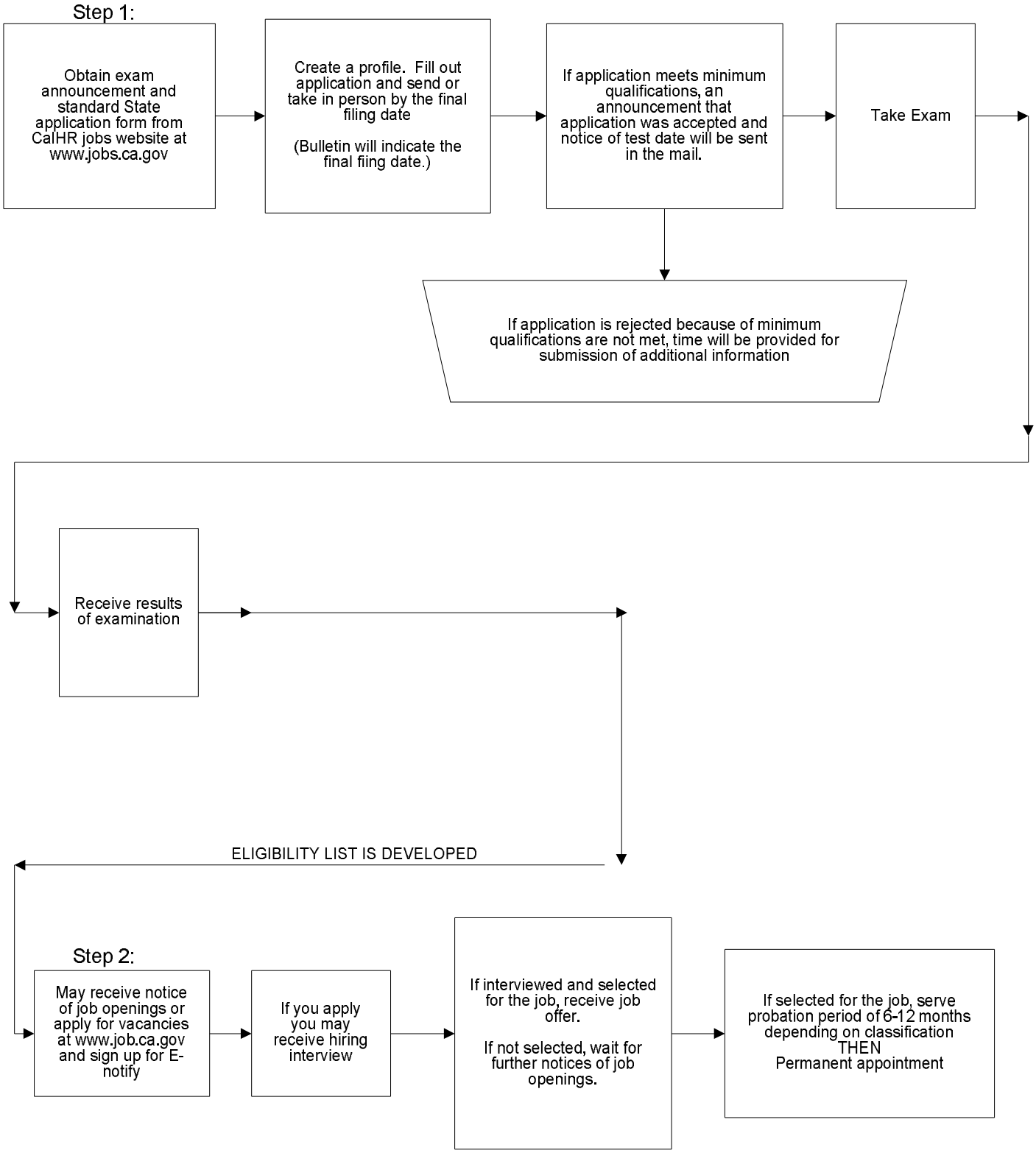# State Civil Service Process