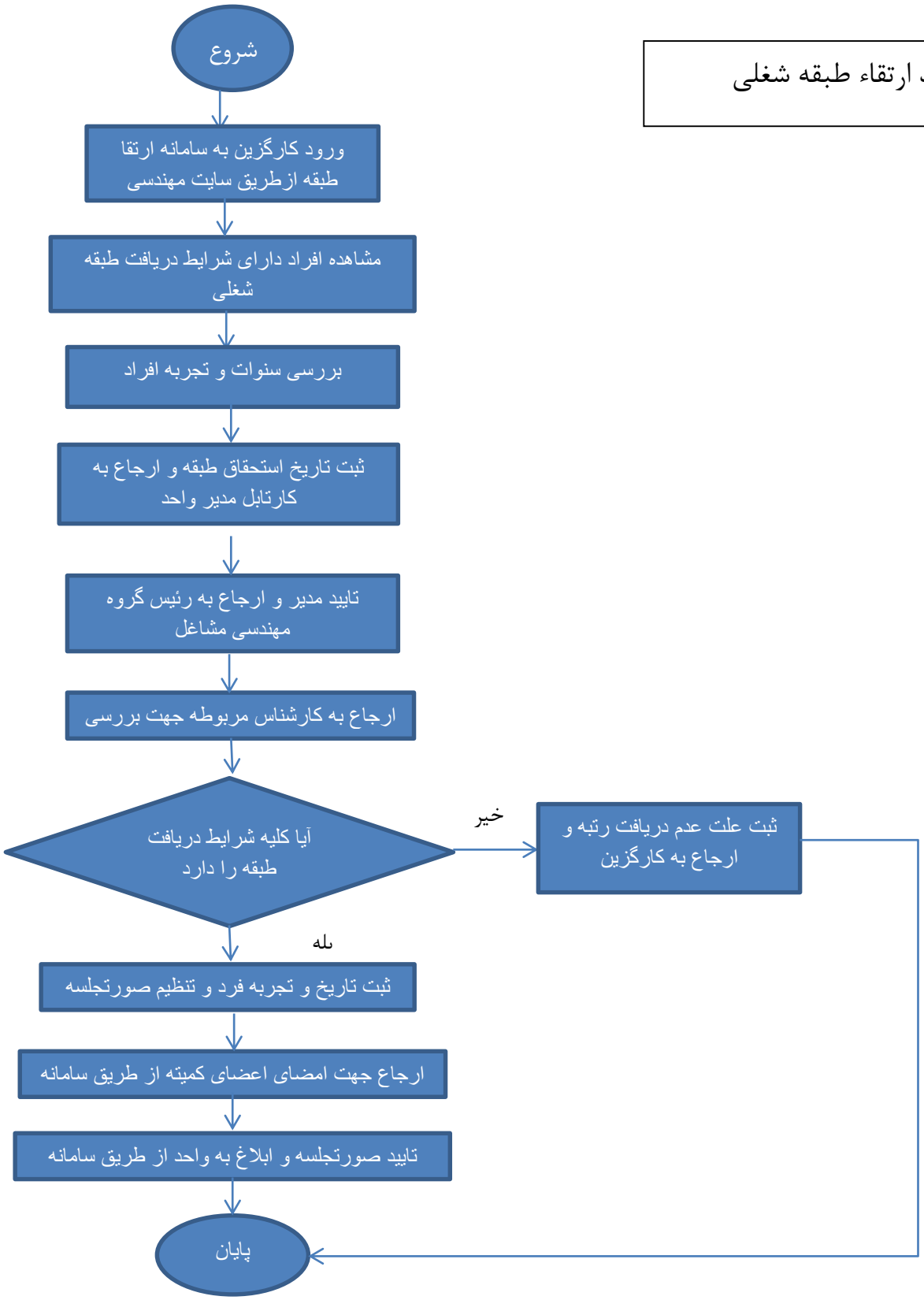فرایند ارتقاء طبقه شغلی