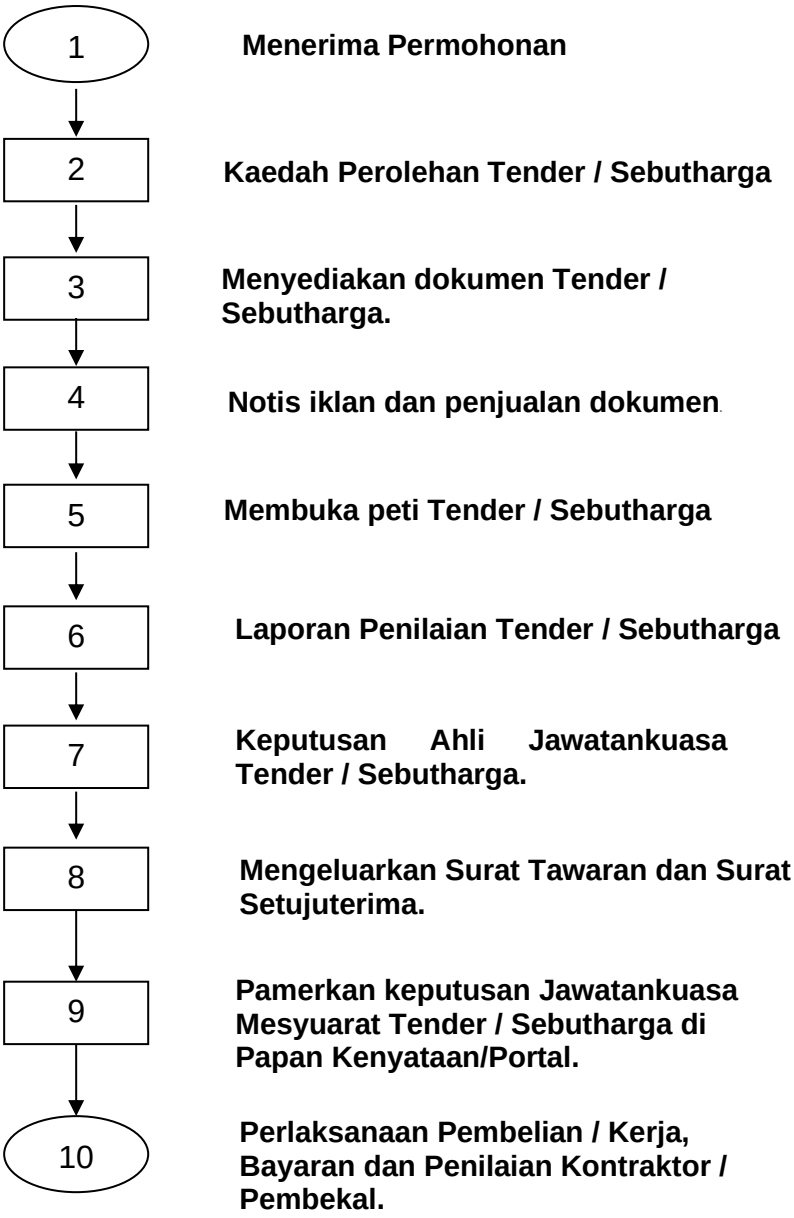CARTA ALIRAN KERJA