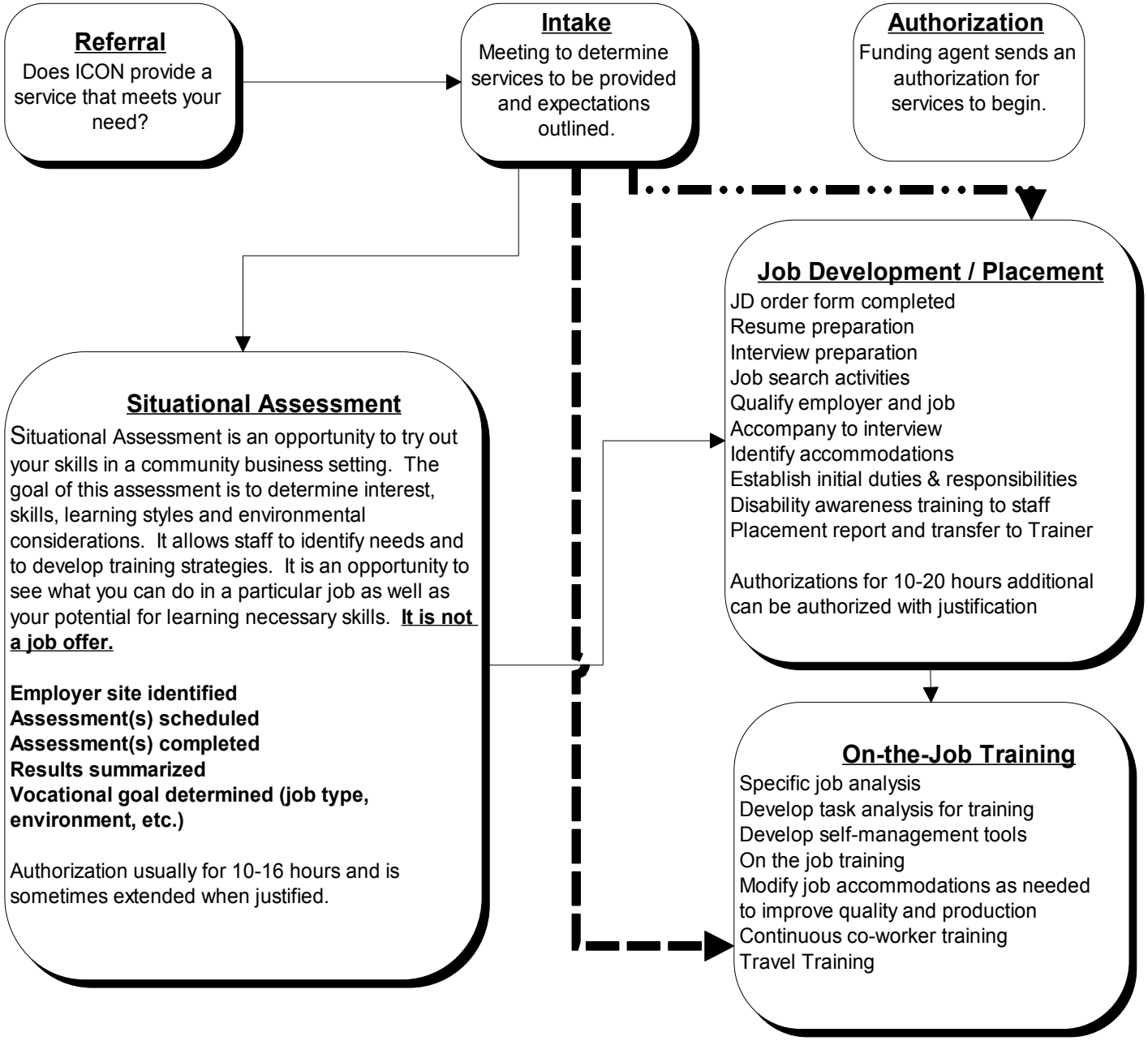ICON Job Placement Process