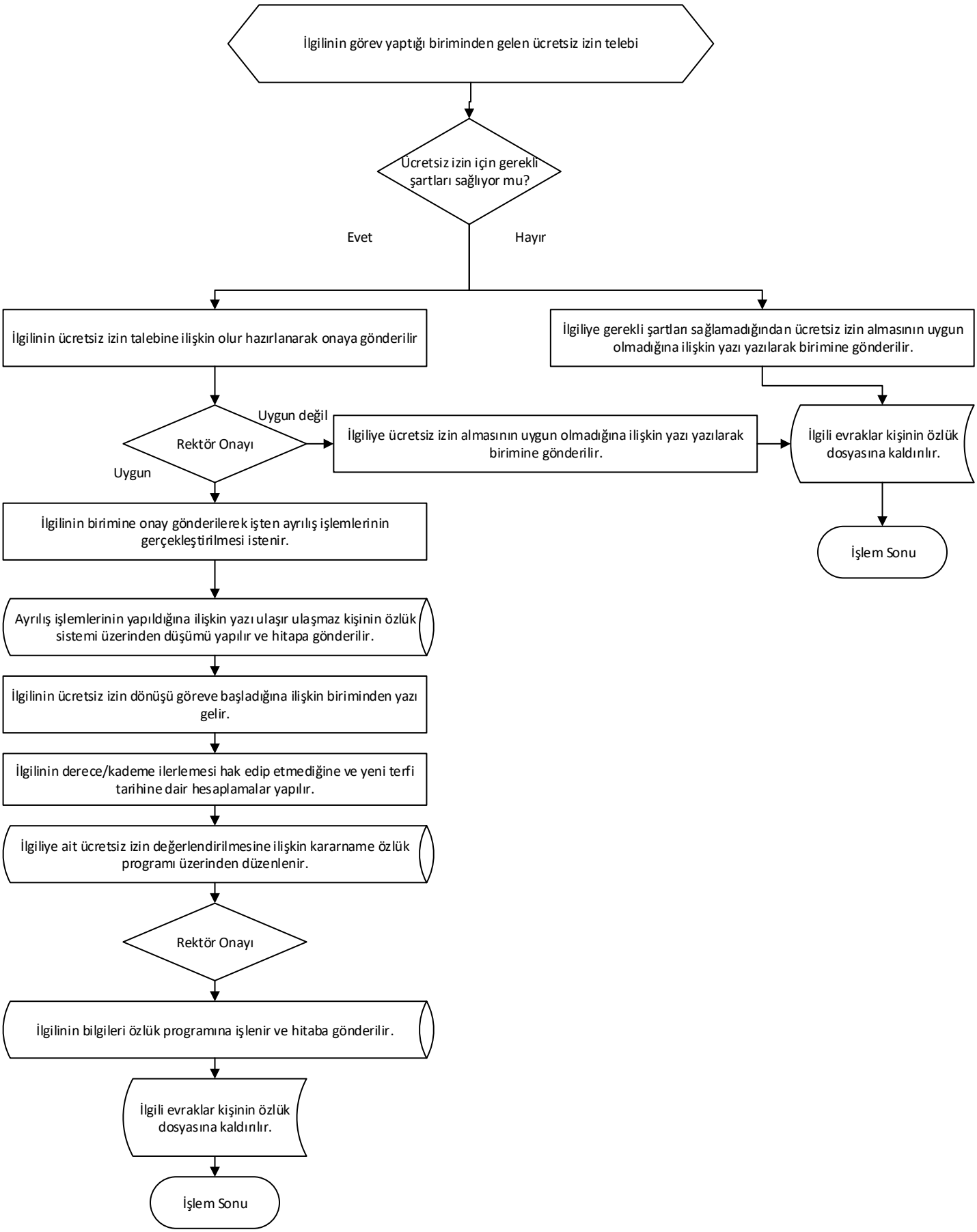ÜCRETSİZ İZİN İŞ AKIŞ SÜRECİ