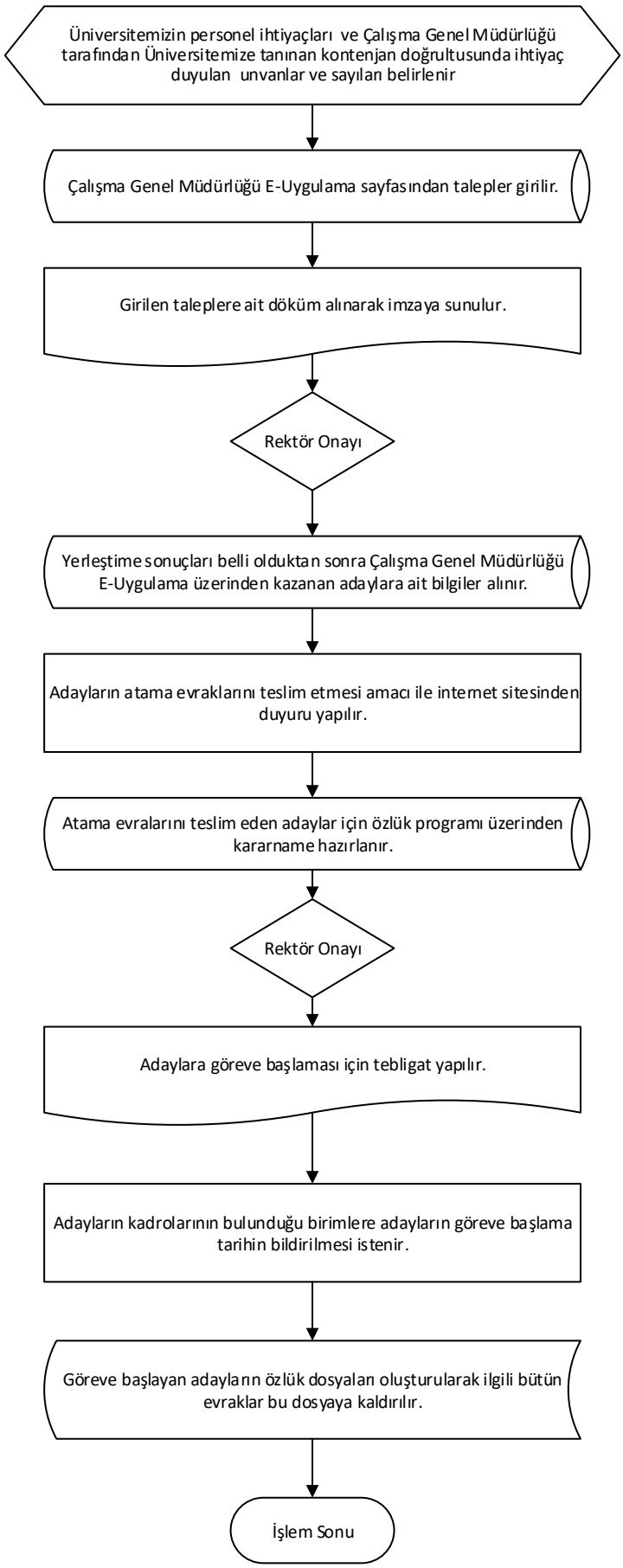3713 ve 2818 SAYILI KANUN İLE AÇIKTAN ATAMA İŞ AKIŞ SÜRECİ