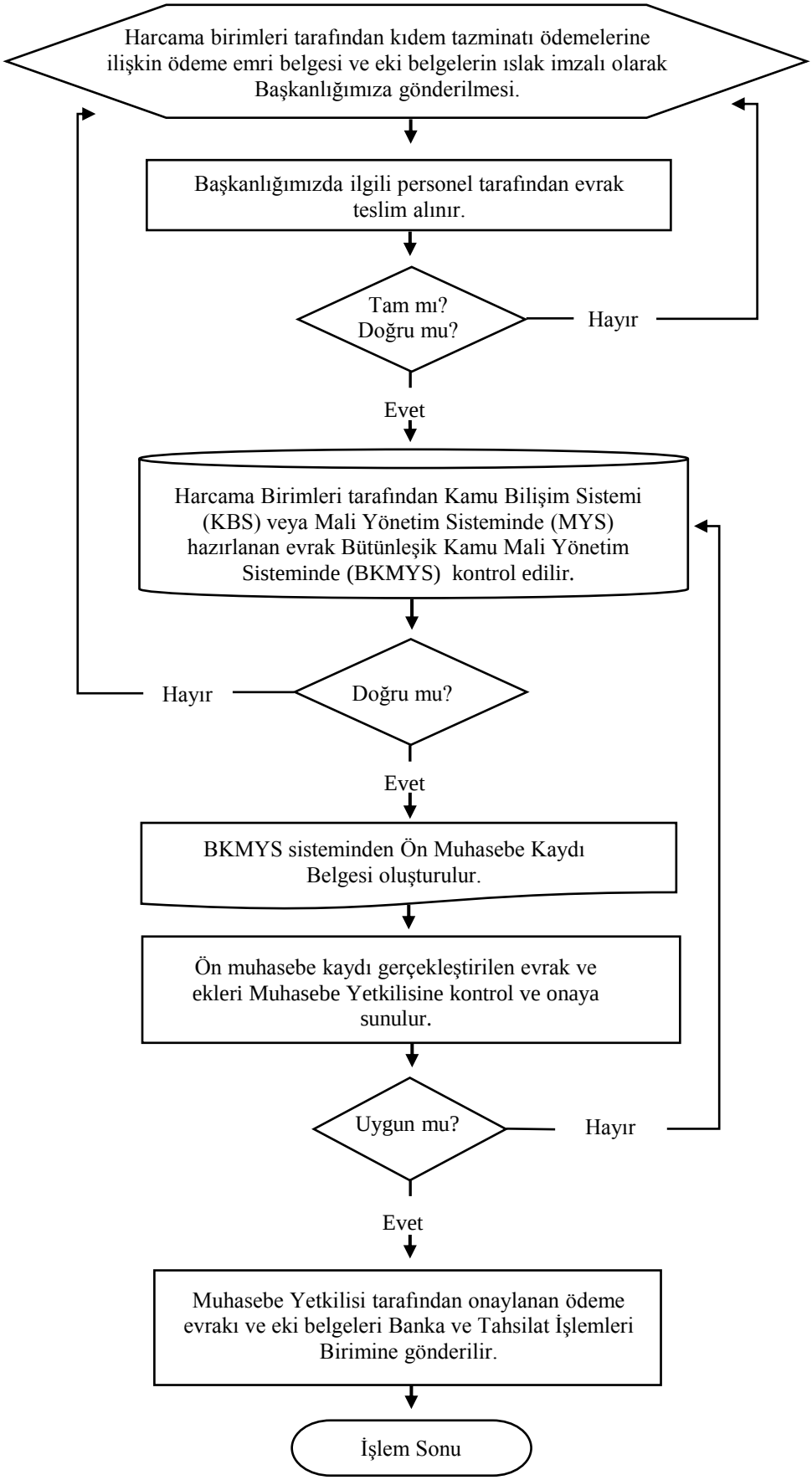KIDEM TAZMİNATI ÖDEMELERİ SÜRECİ