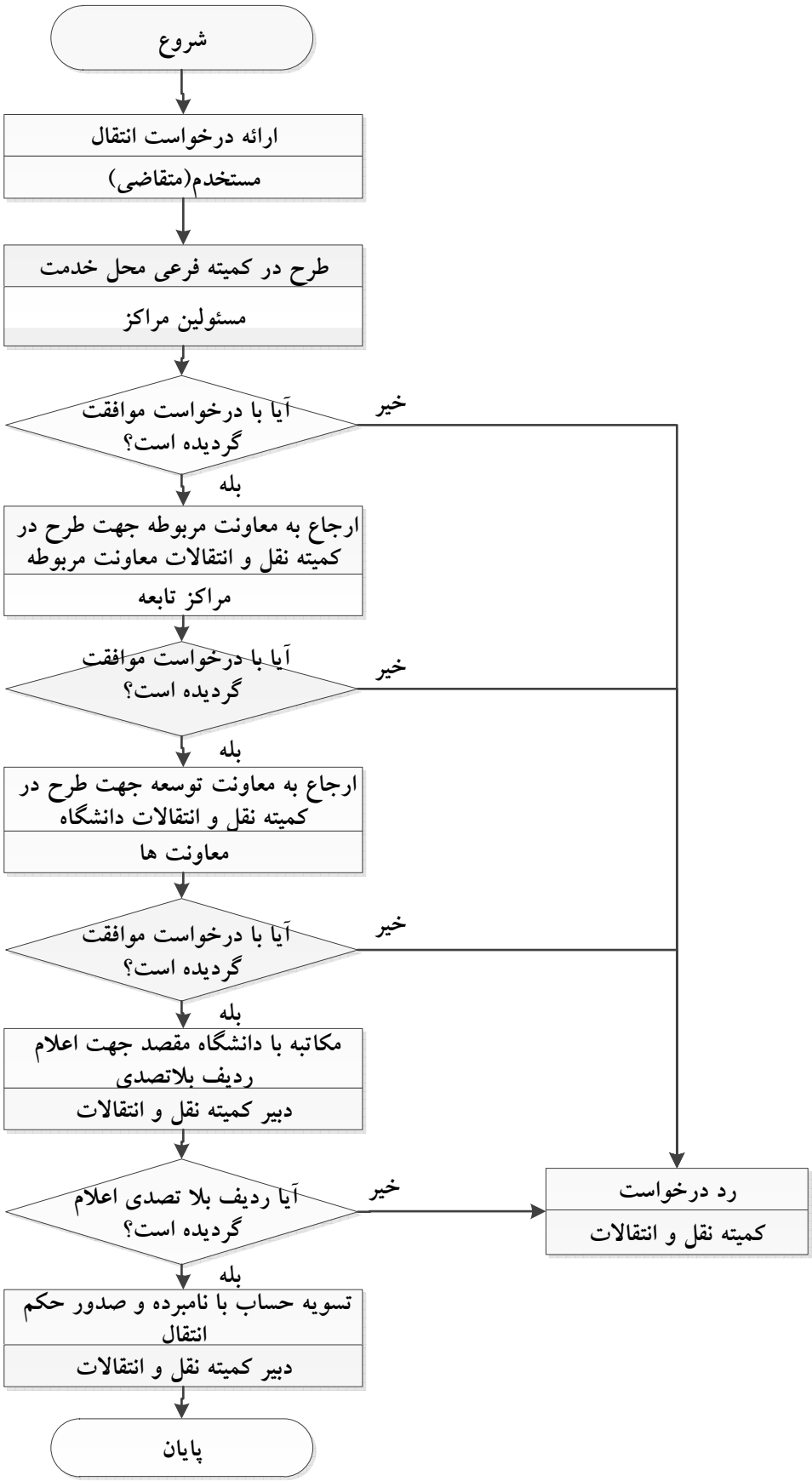انتقال کارکنان