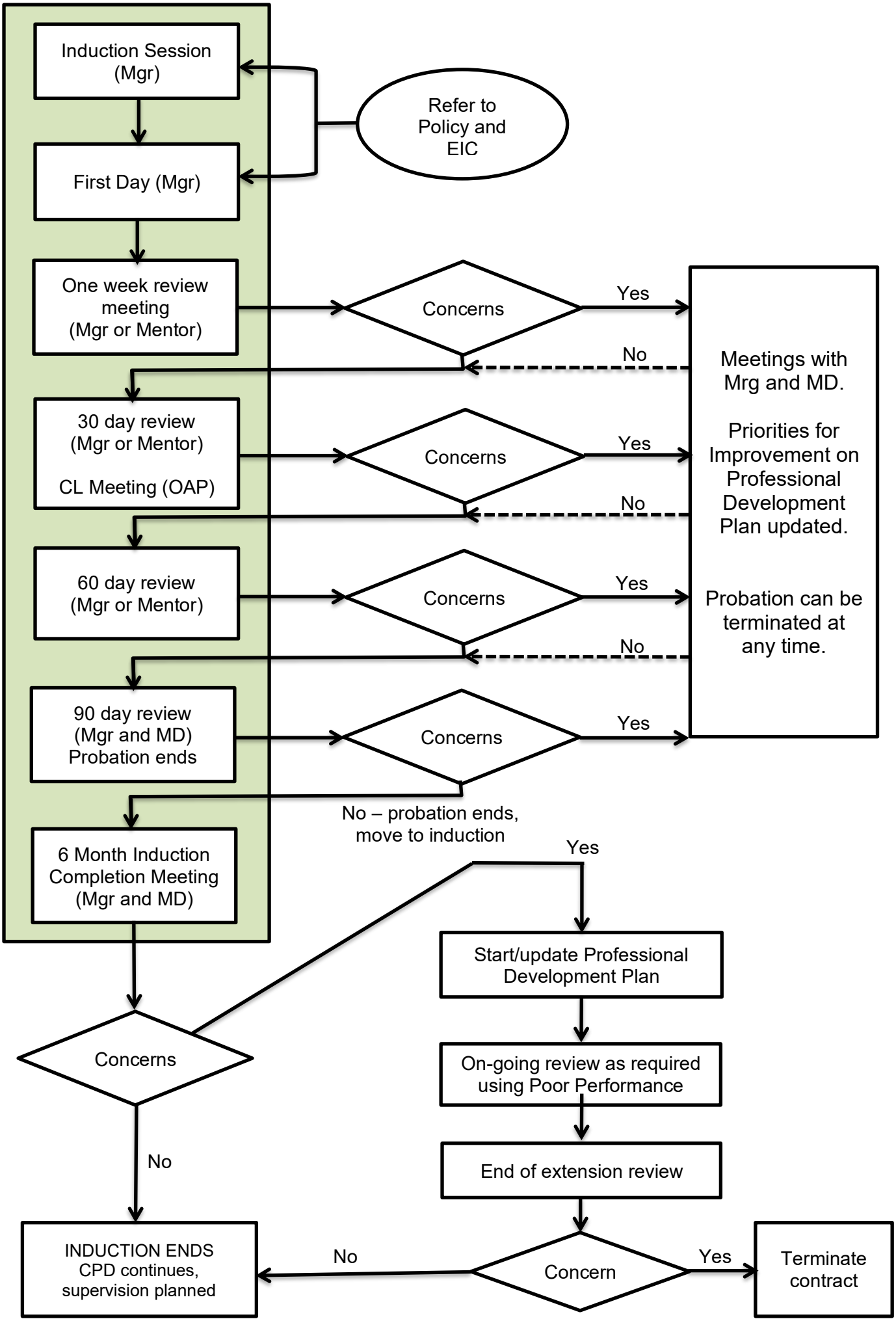Probation Period Process