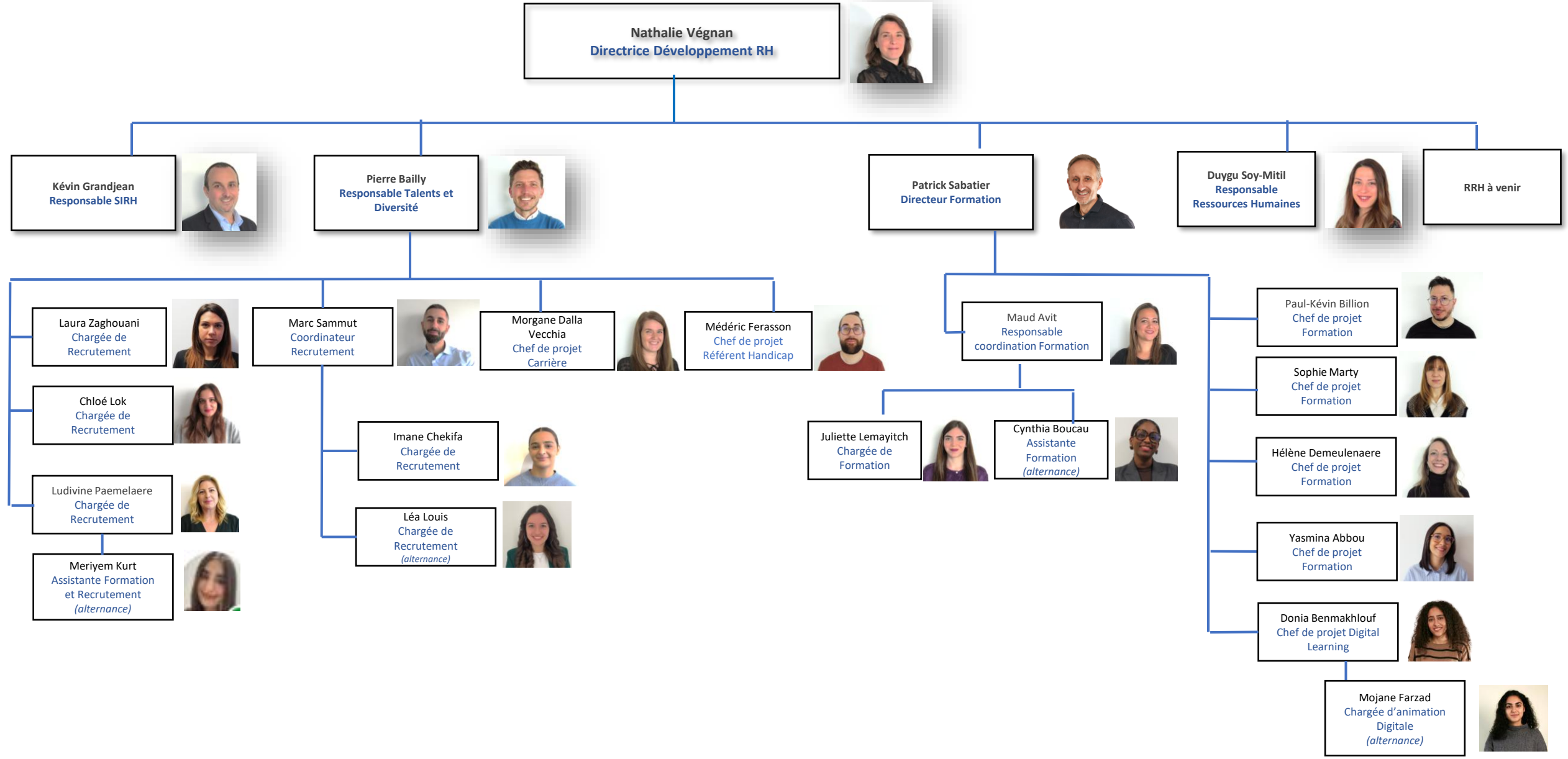Service Développement RH