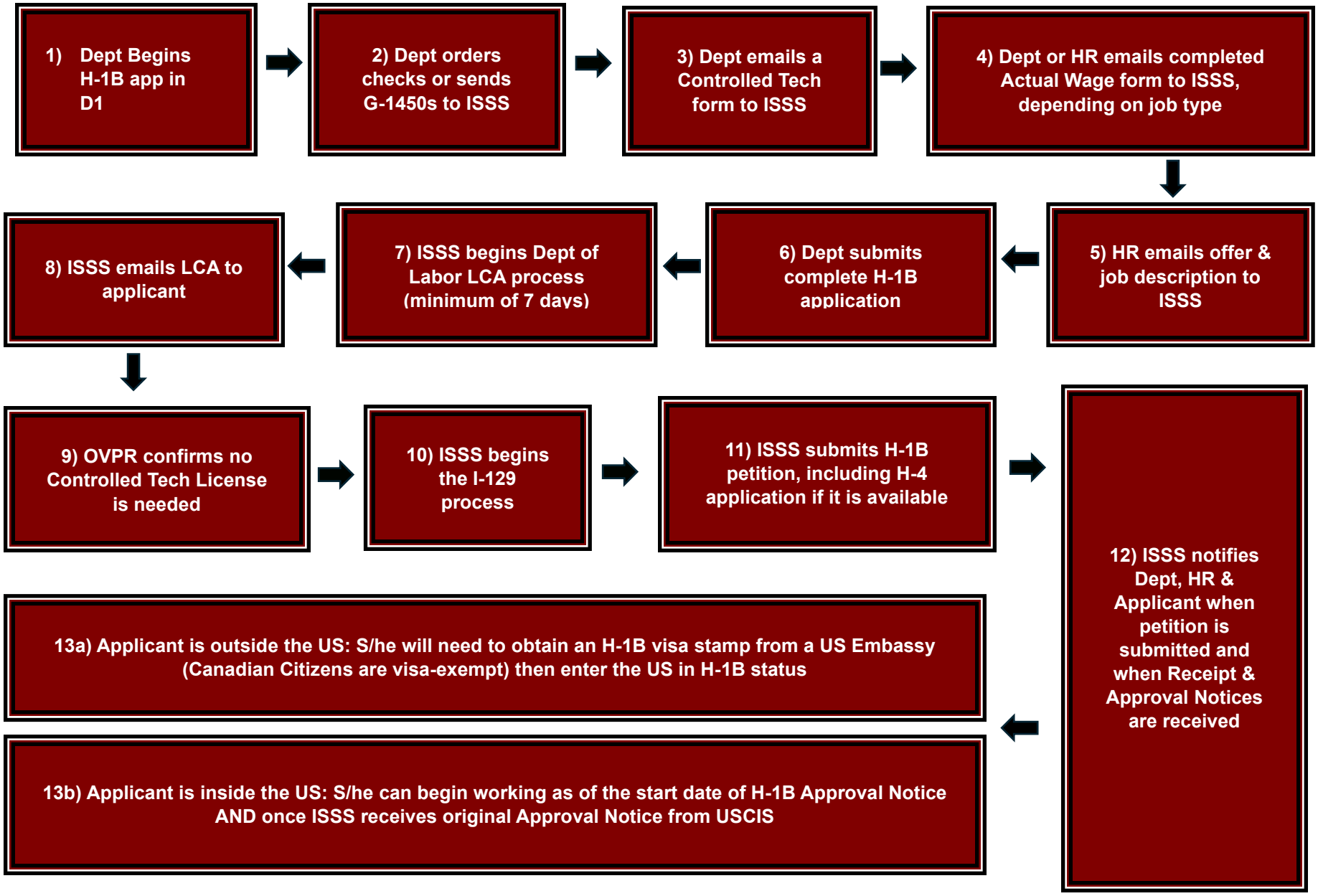H-1B Application Process