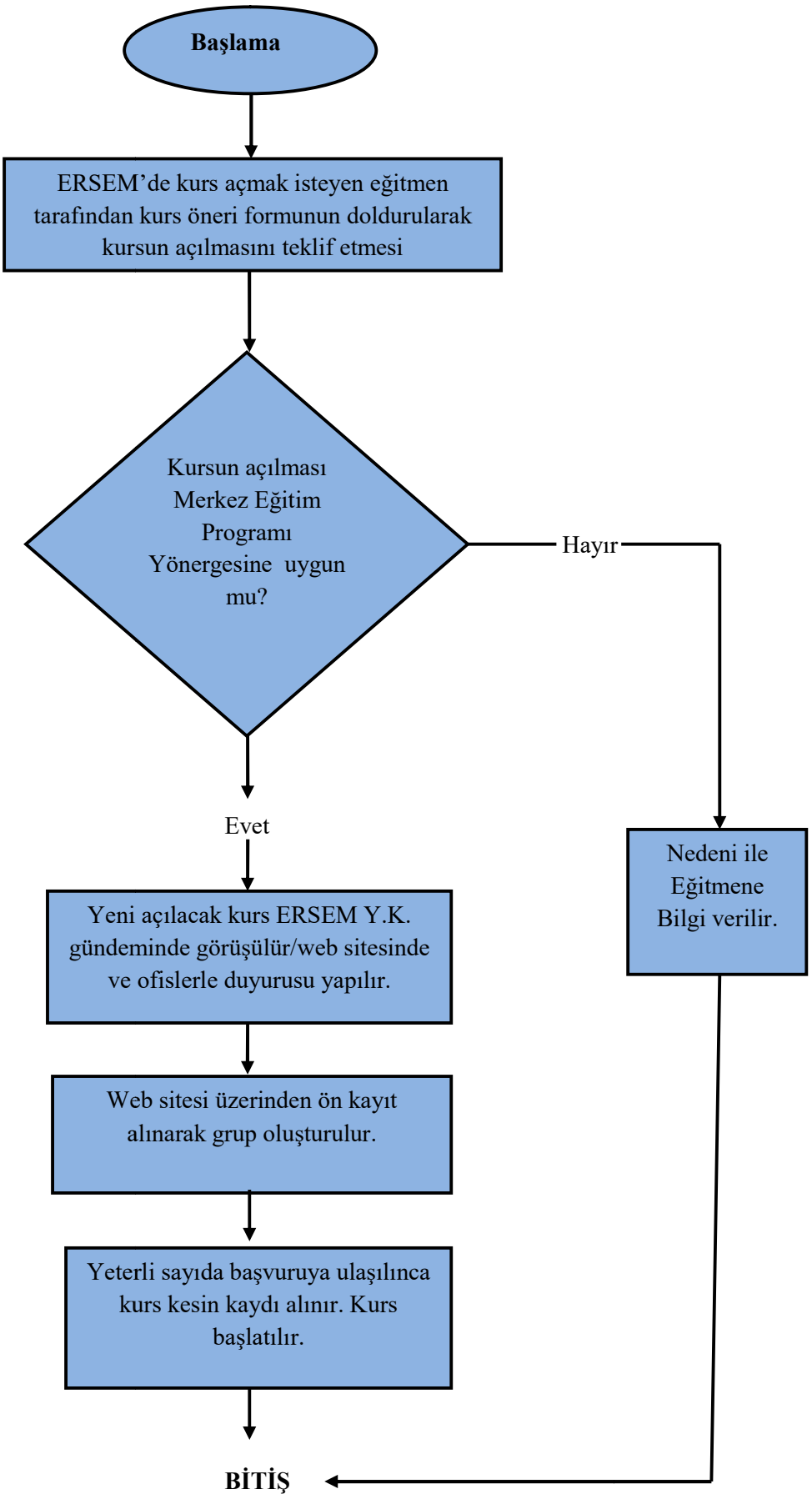	ERSEM EĞİTİM TALEBİ İŞ AKIŞ ŞEMASI	Yayın tarihi: 30.11.2021