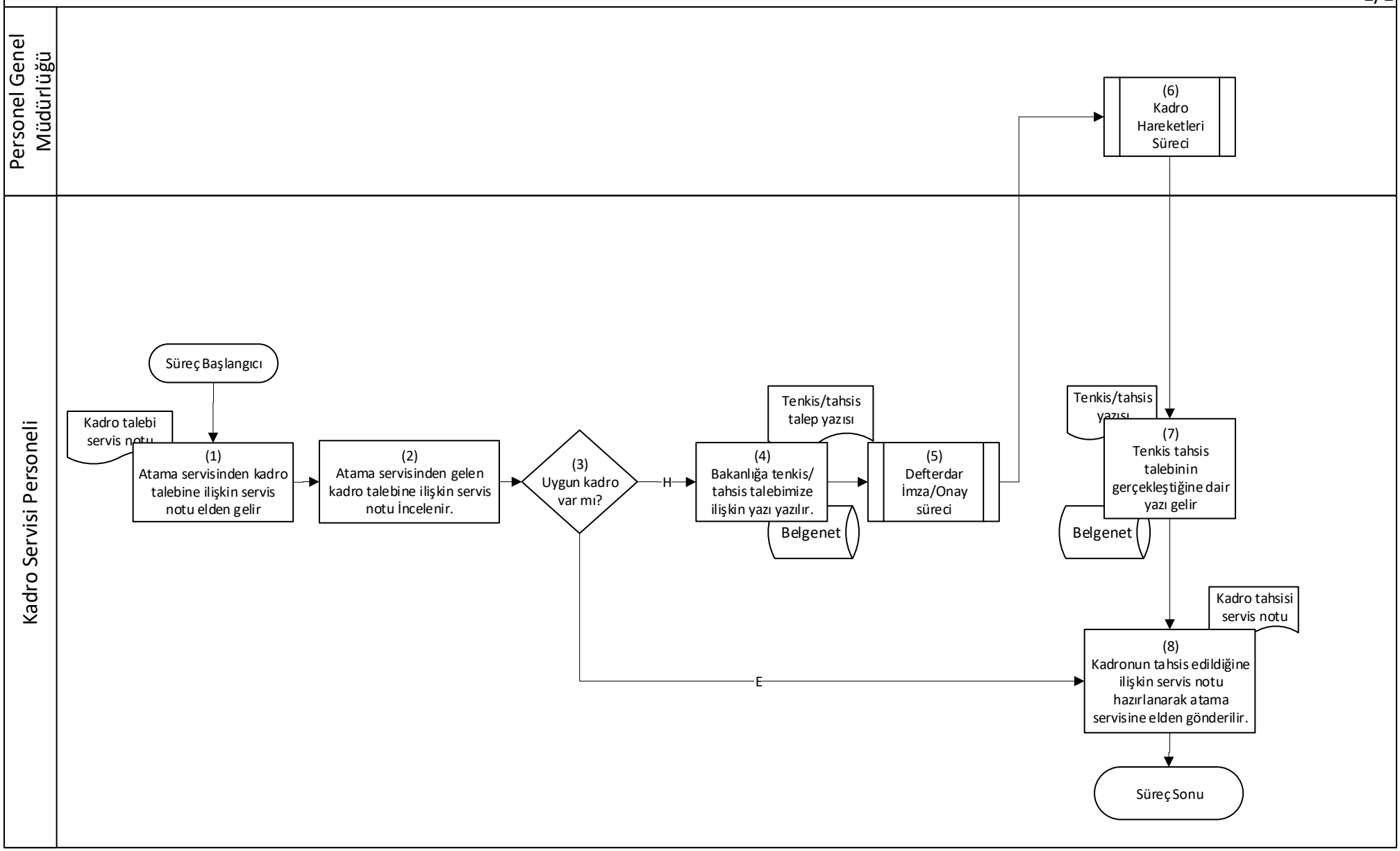İl İçi Kadro Tenkis Tahsis İşlem Süreci