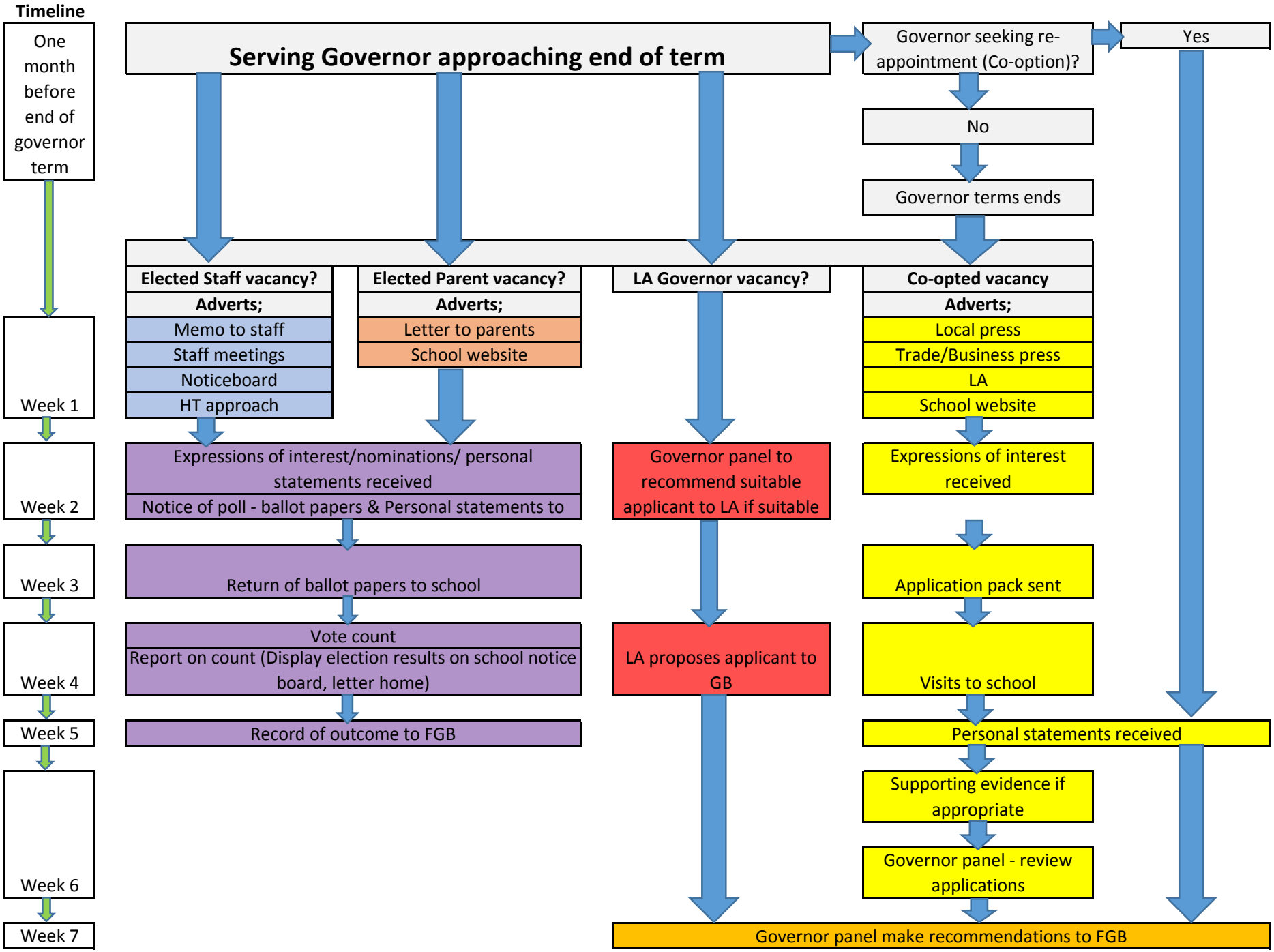Governor Recruitment process