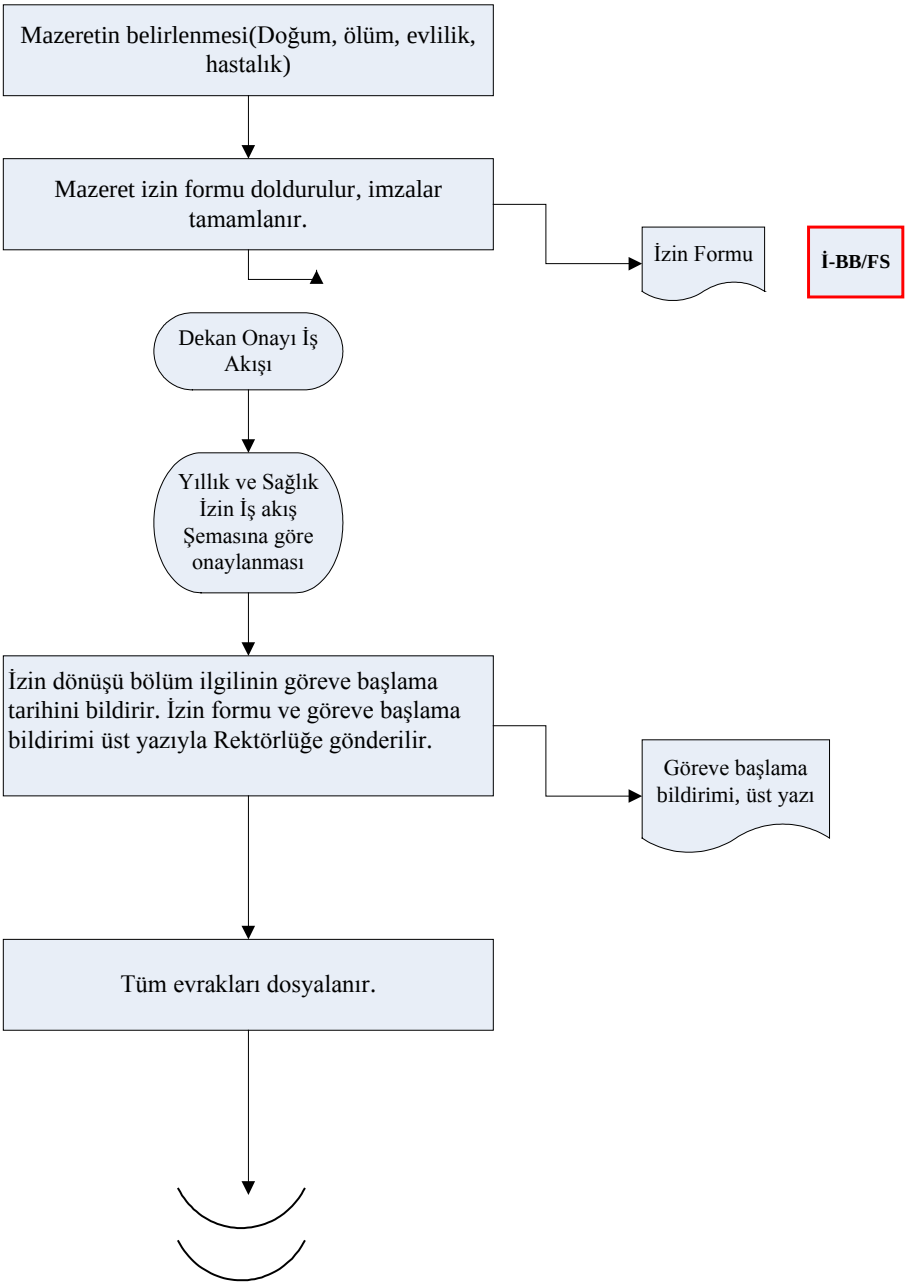Mazeret İzni İş Akış Şeması