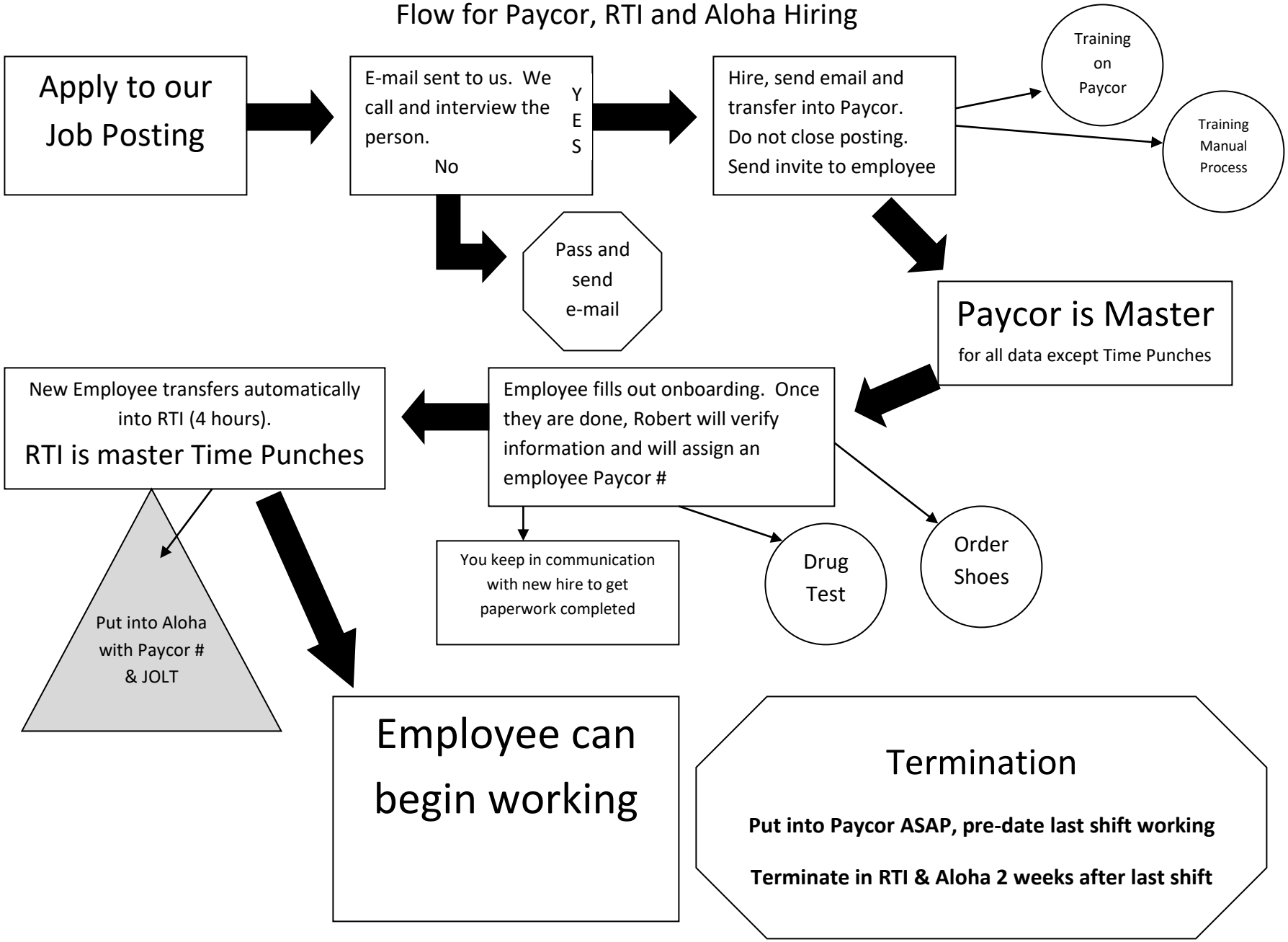Flow for Paycor, RTI and Aloha Hiring