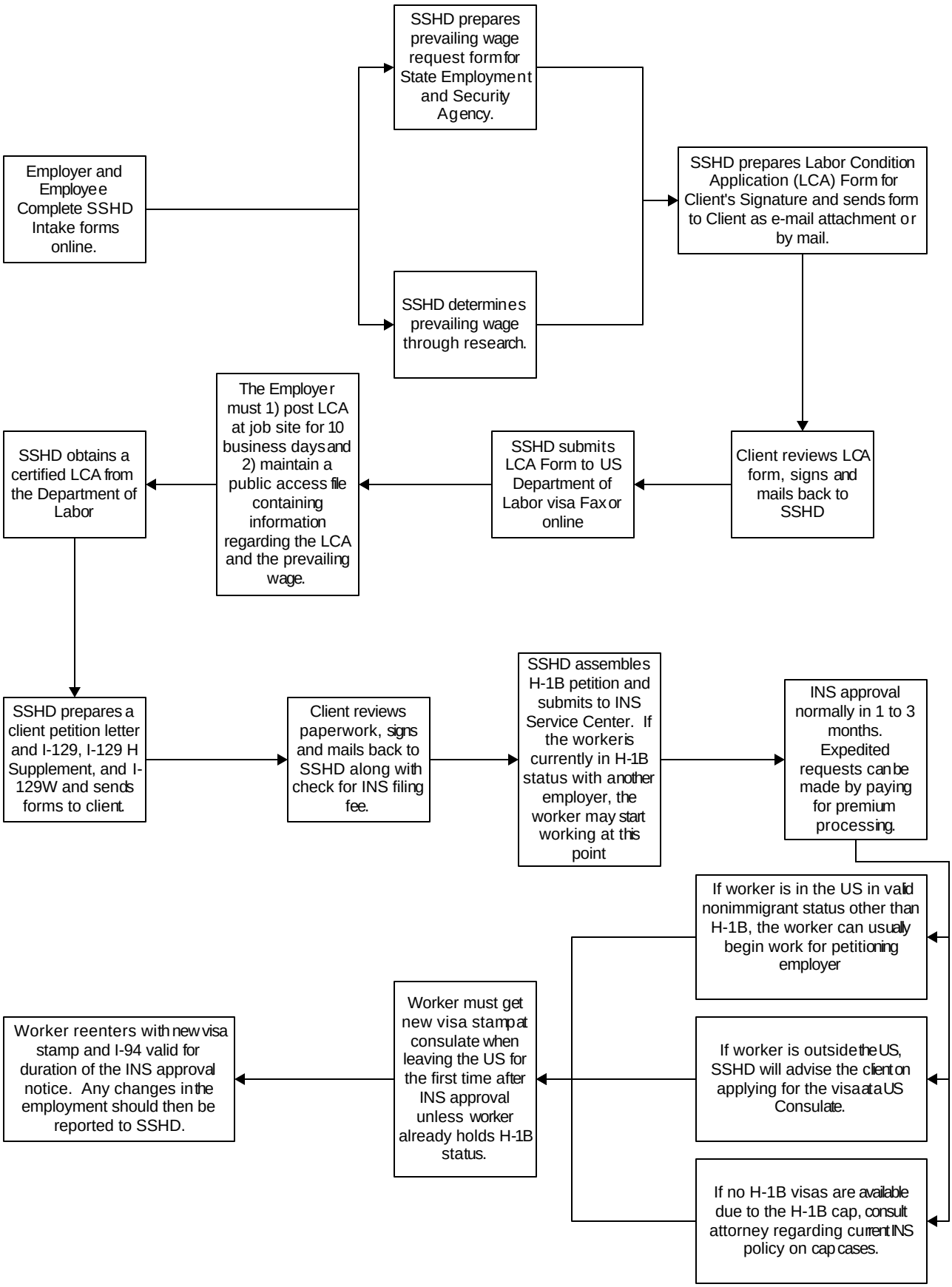H-1B Flowchart