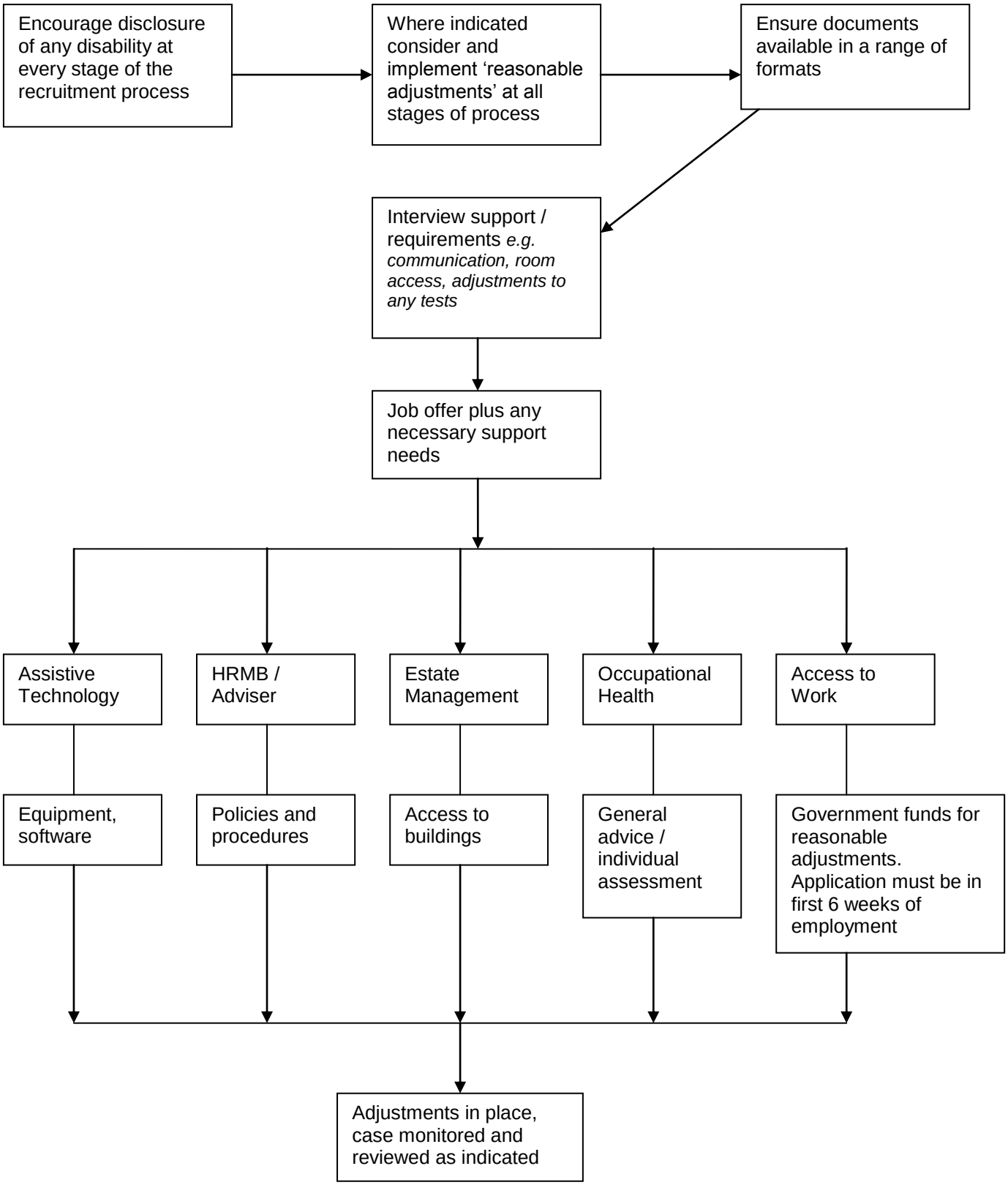Recruiting a disabled person