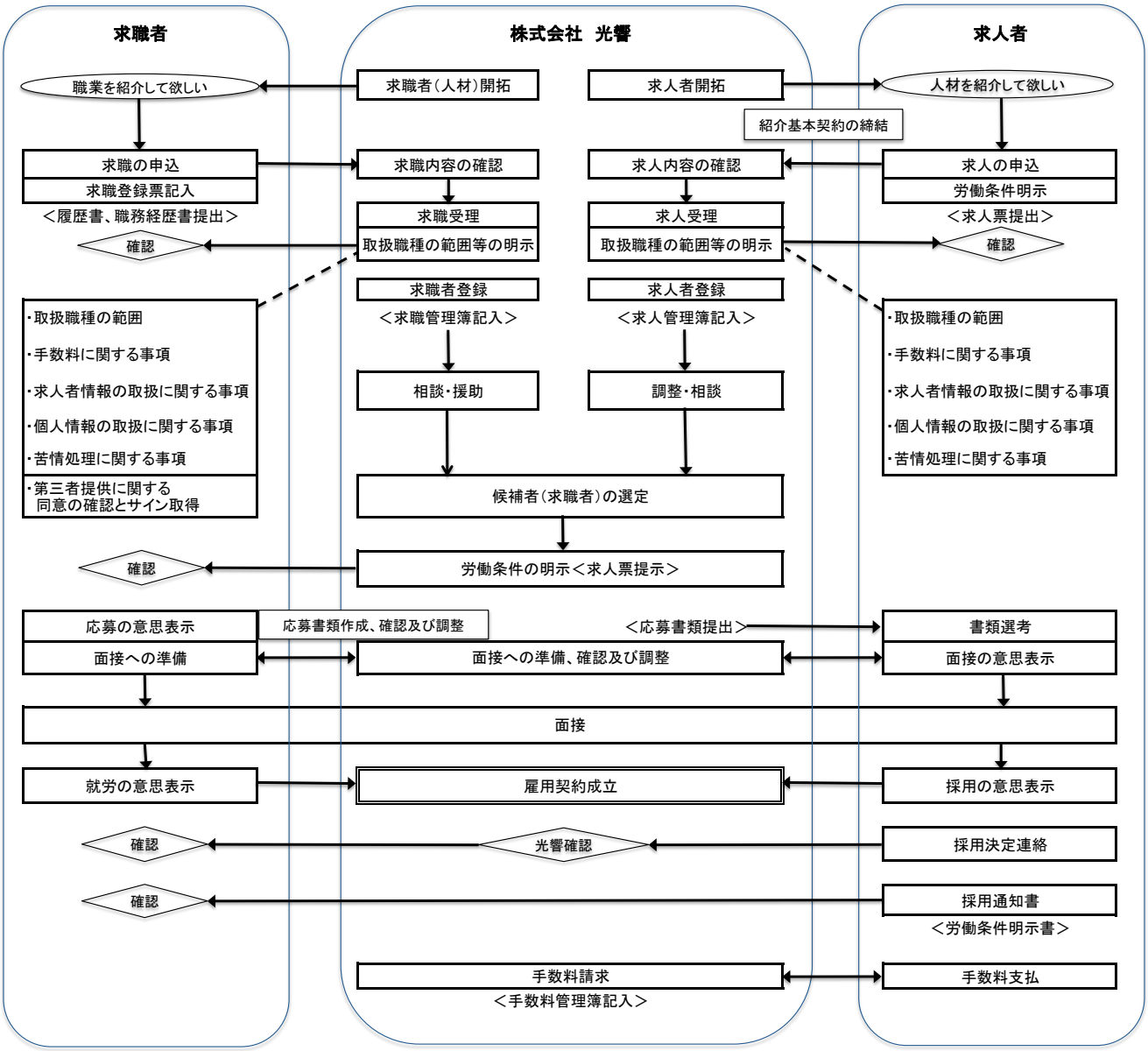光響　職業紹介業務の流れ