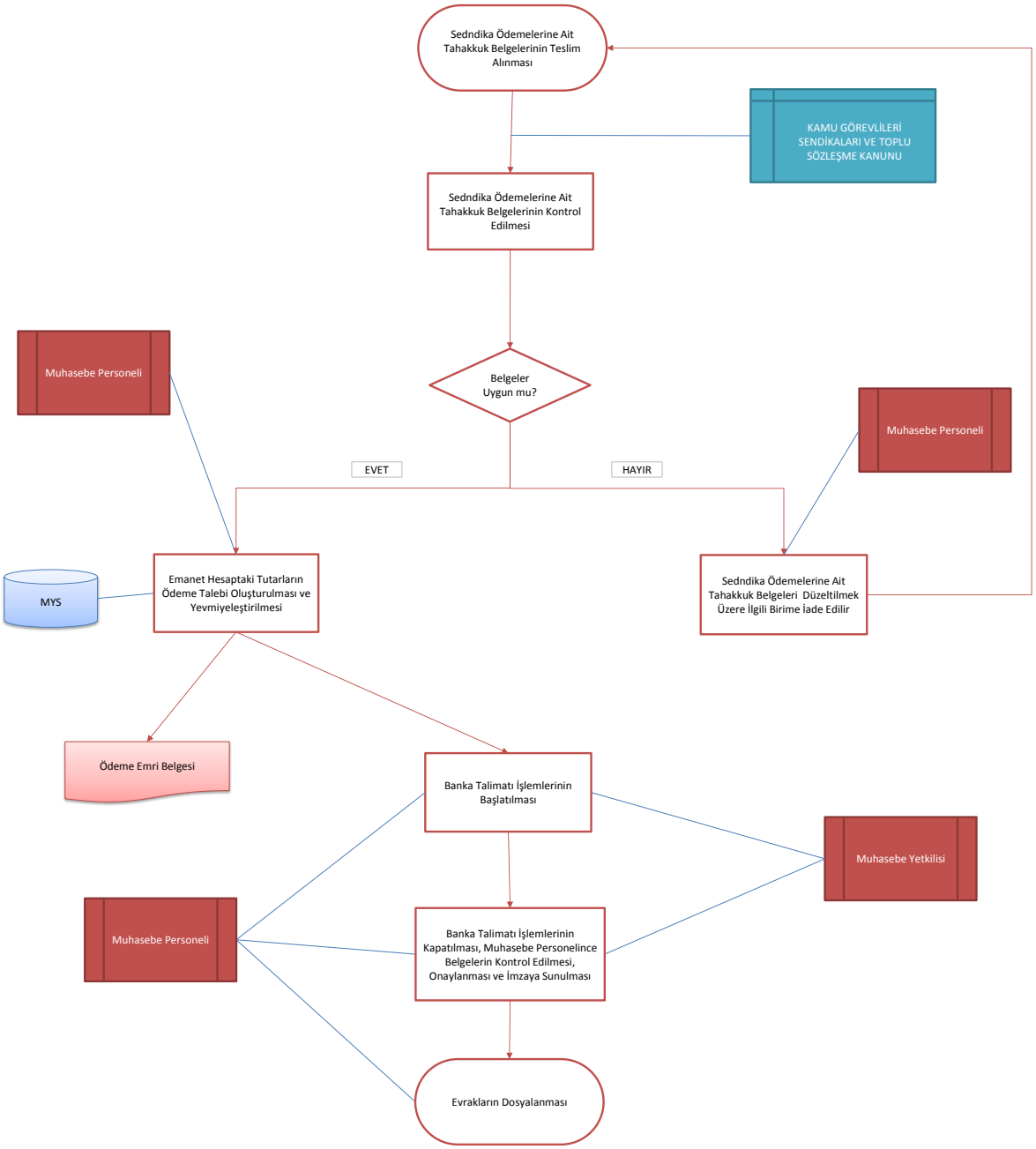Sendika Ödemeleri İş Akış Süreci