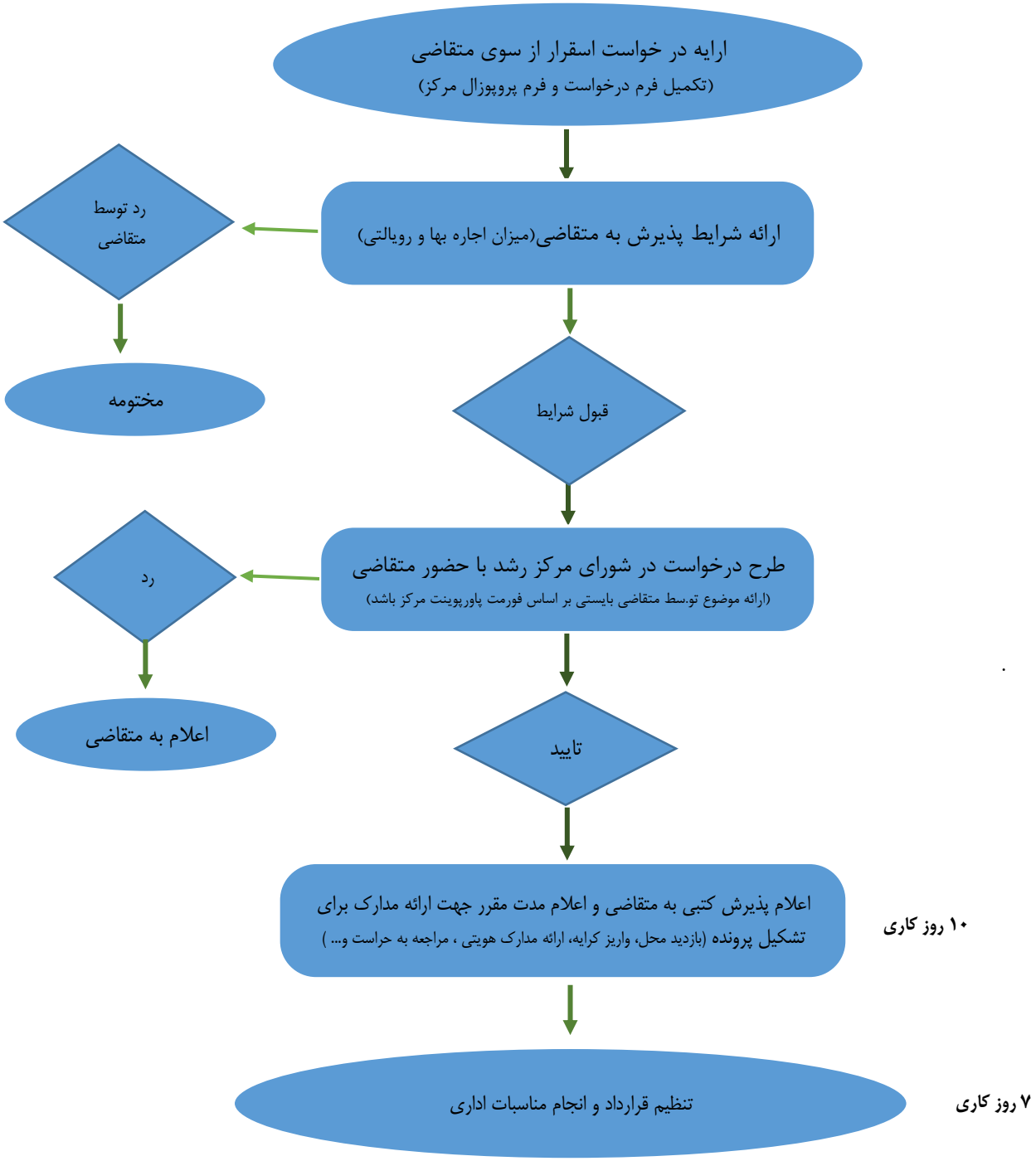فرایند استقرار در مرکز رشد