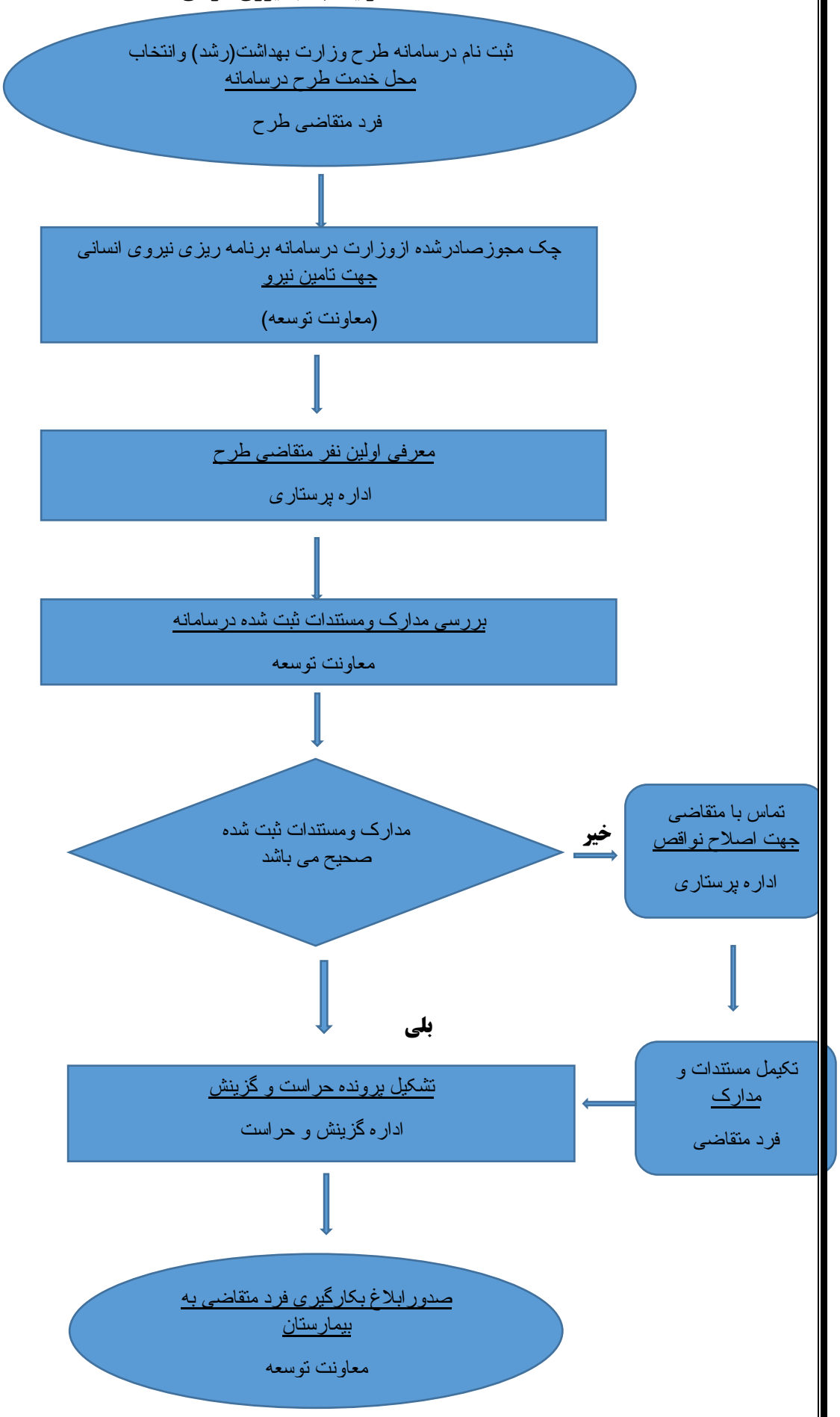فرایند جذب نیروی طرحی