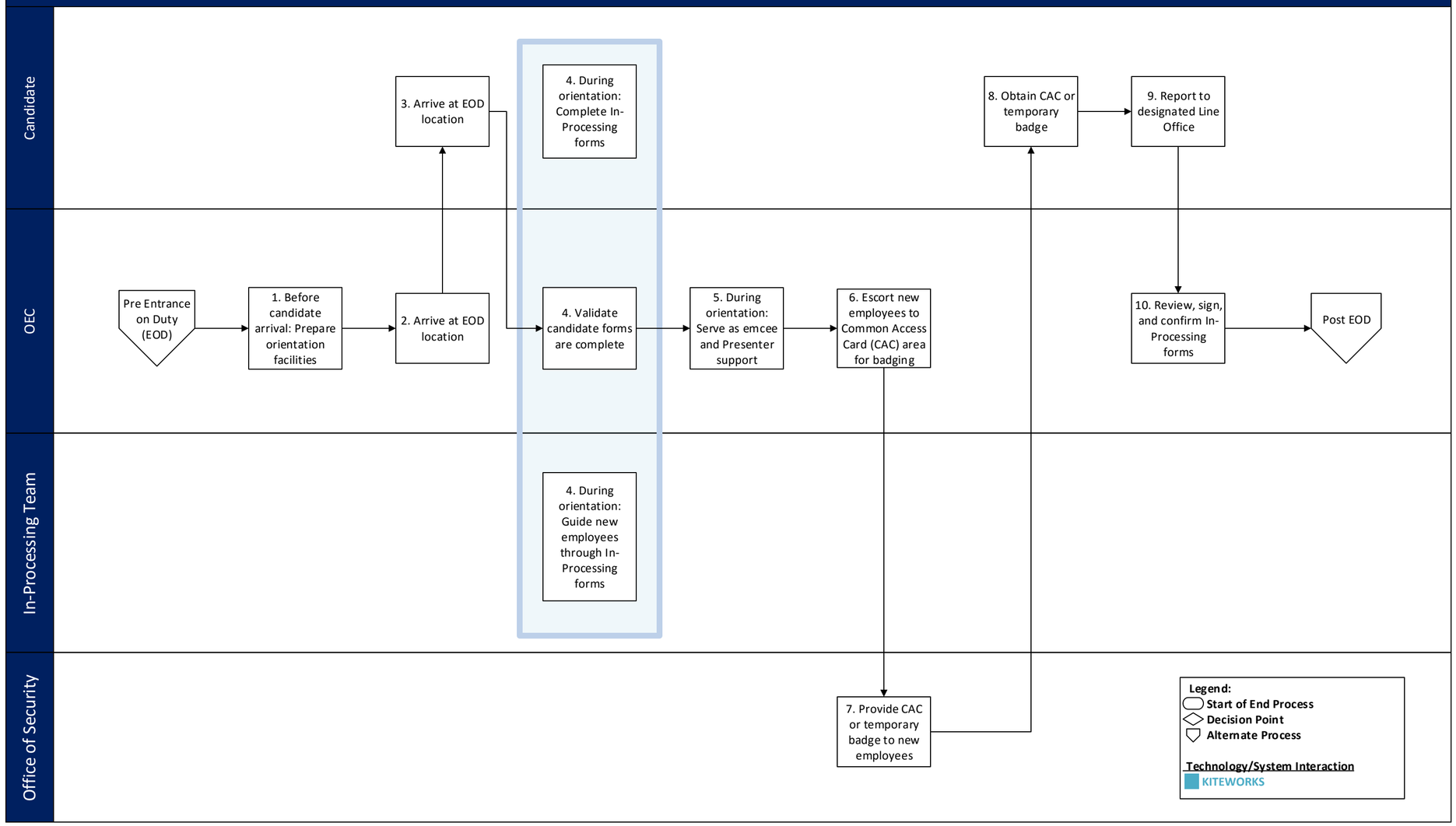7(b). HCCS Current State Hiring Process (Competitive Hires) – Day of Entrance on Duty