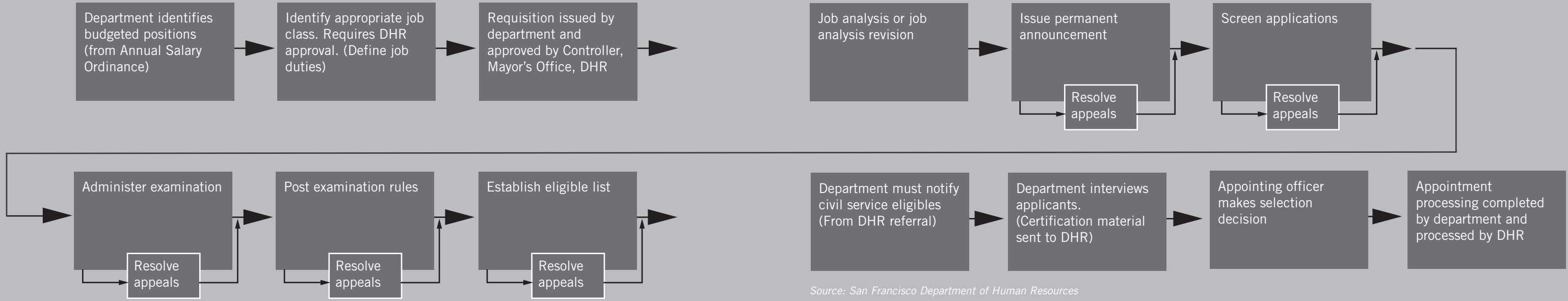


FIGURE 1: **Permanent Civil Service Hiring Process**



Source: San Francisco Department of Human Resources