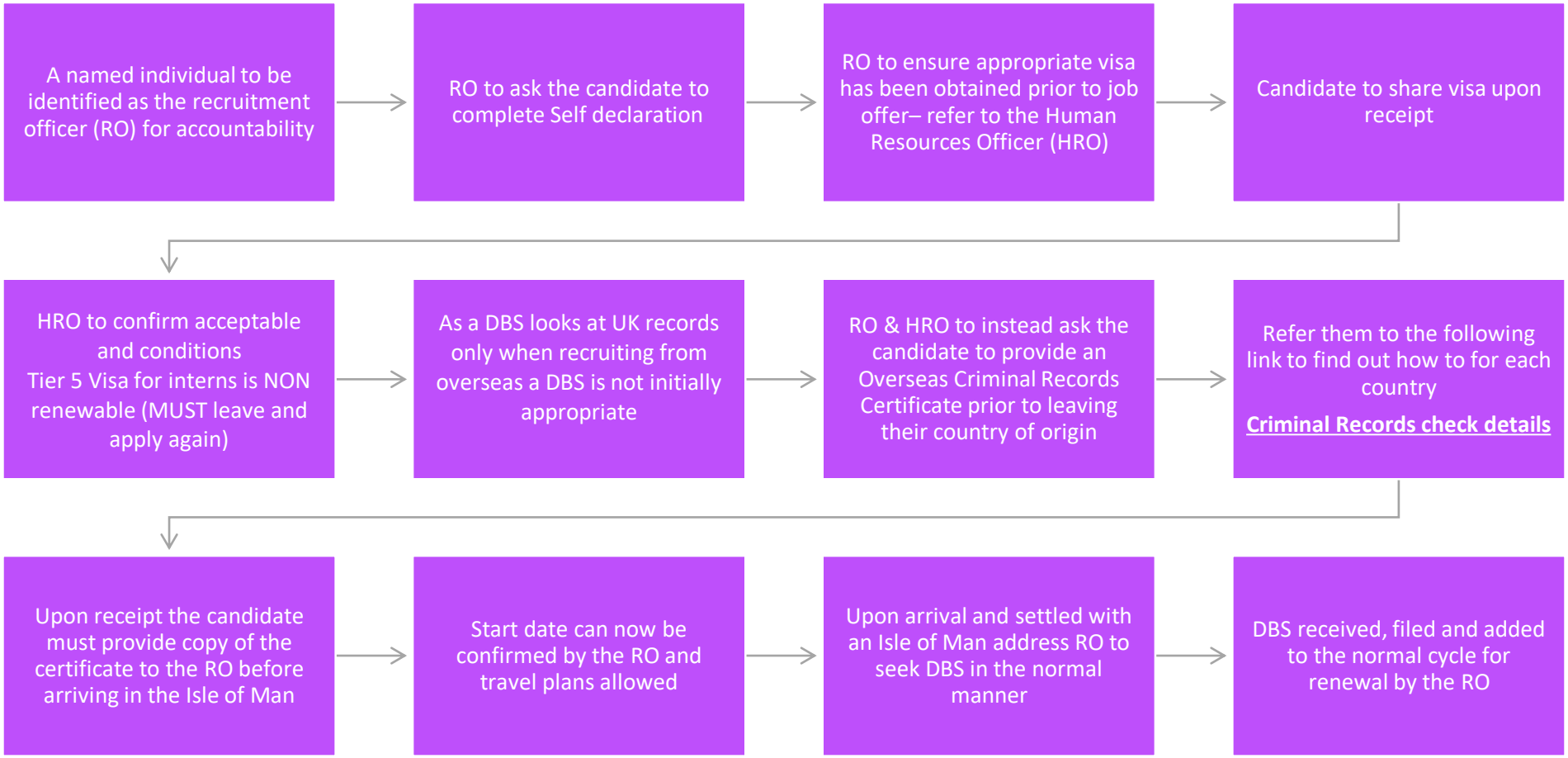When recruiting from overseas Visa & DBS Flow Chart