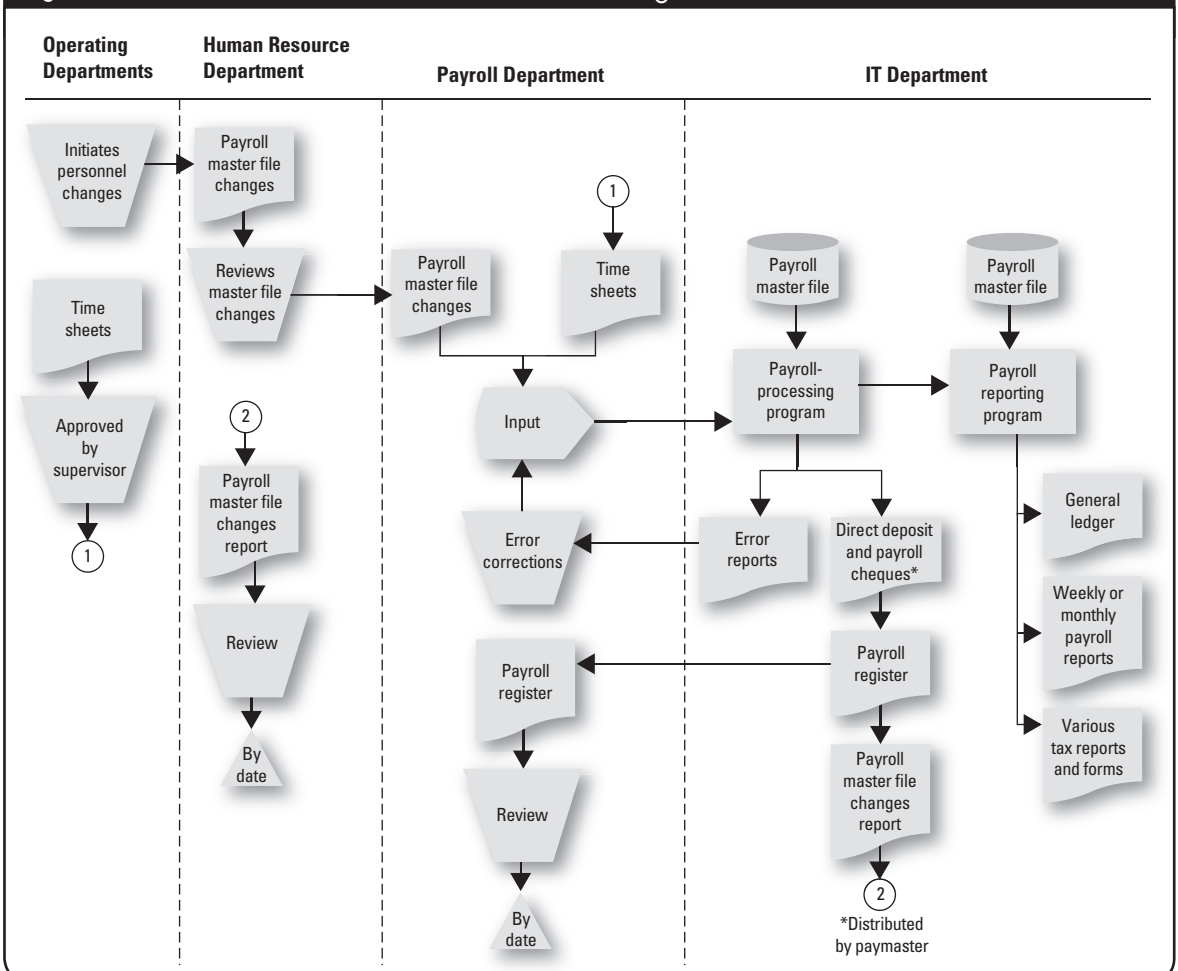Figure 12–1 Flowchart of the Human Resource Management Process: EarthWear Clothiers