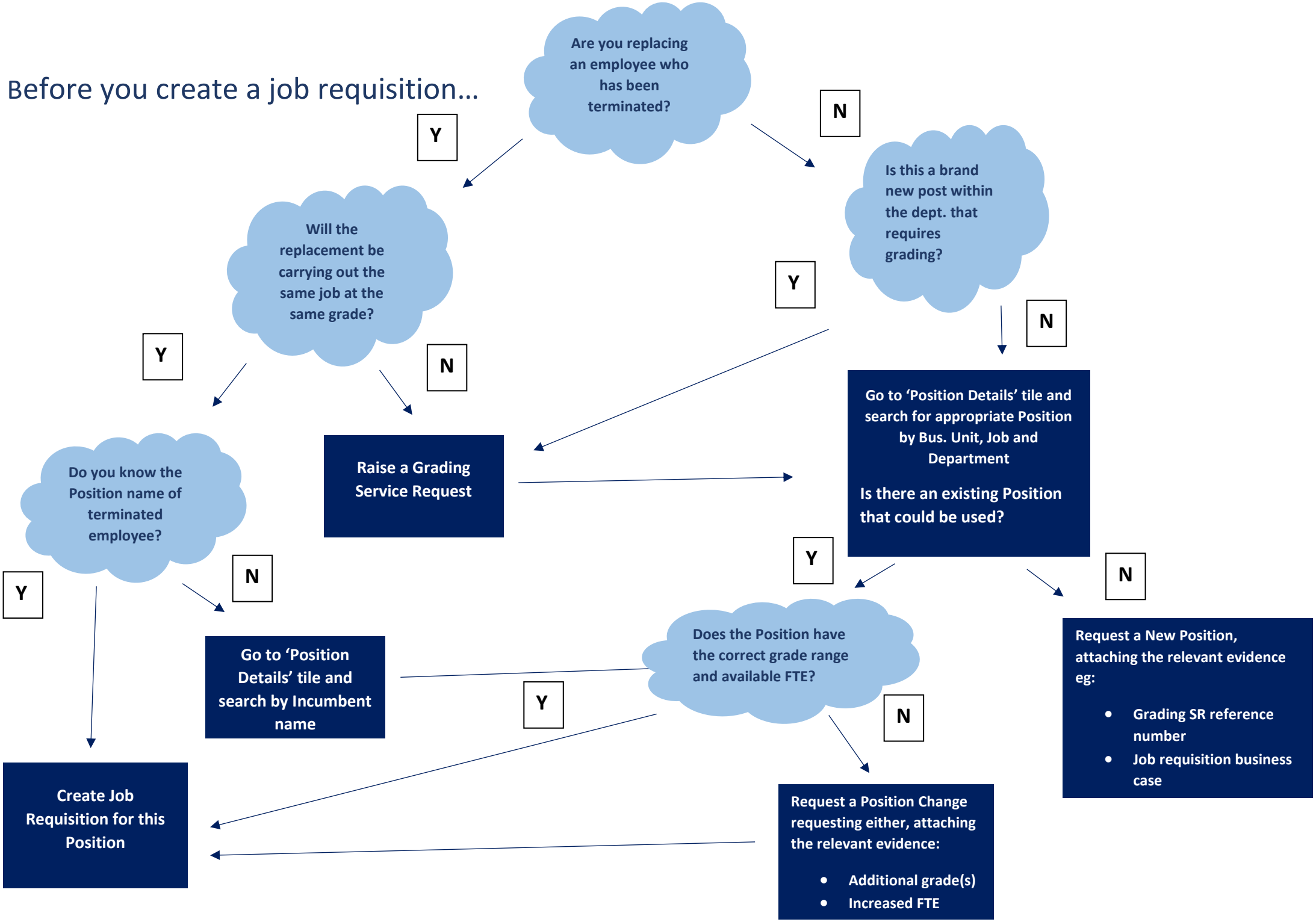Before you create a job requisition…