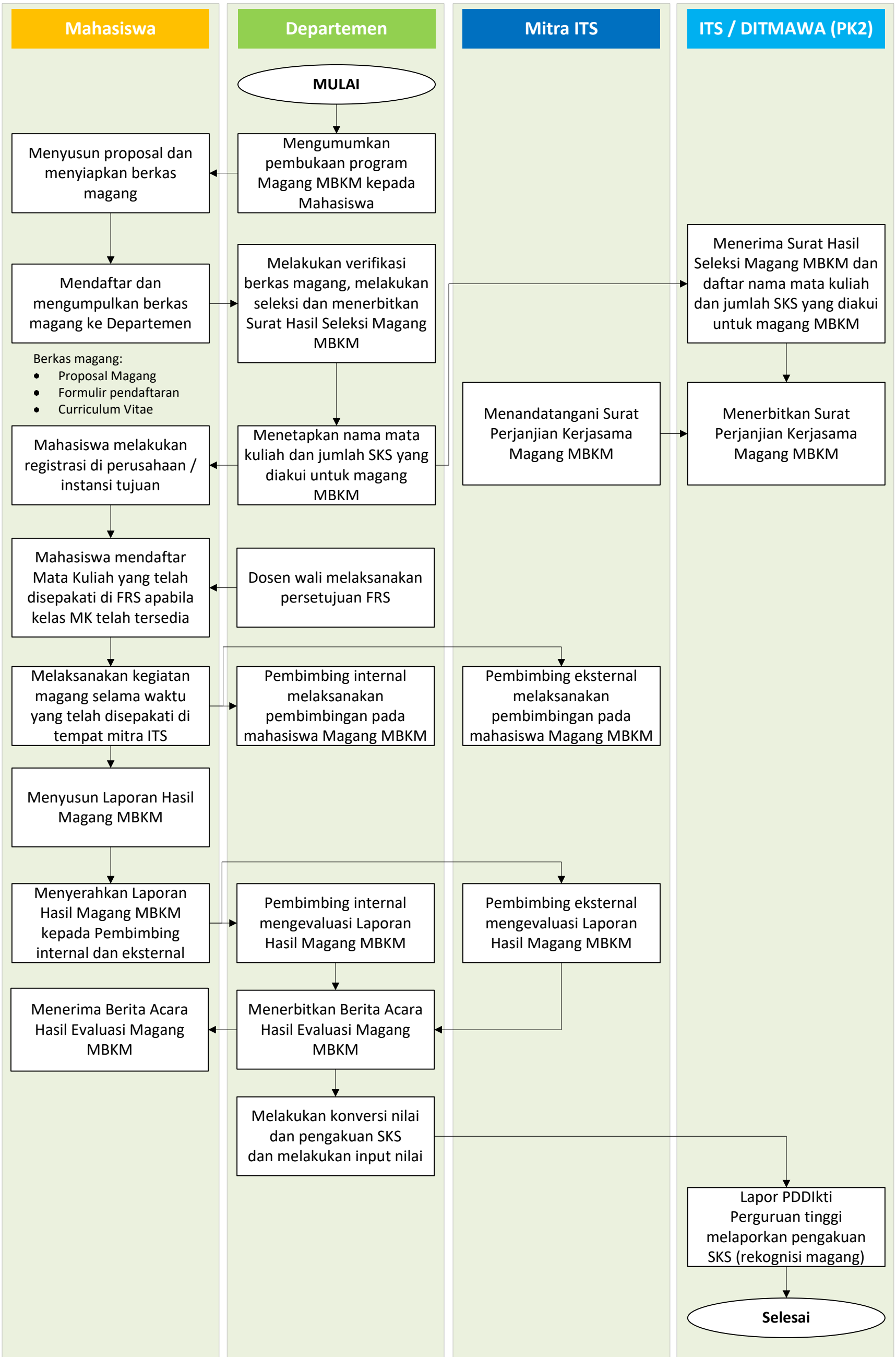SOP Program Magang MBKM