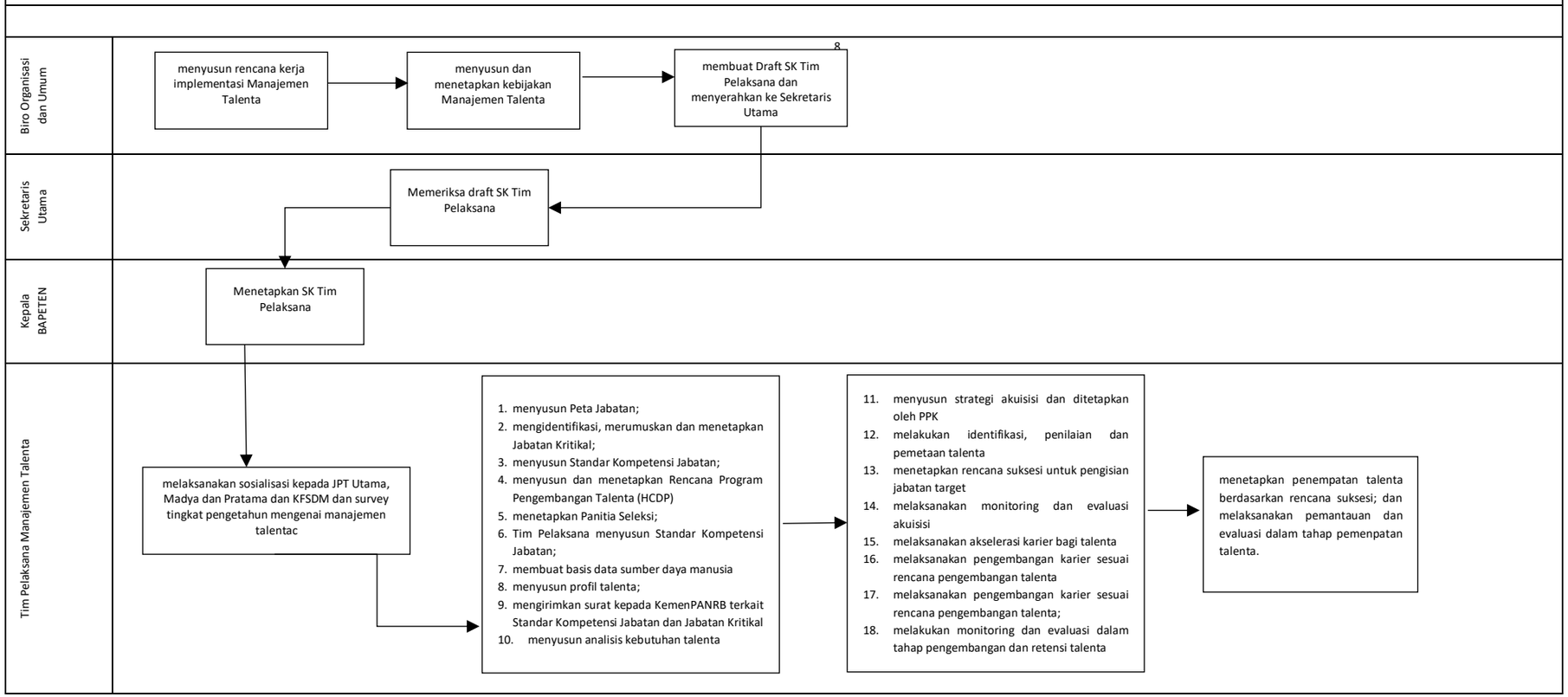BPTN 10.02 CFM 01 Manajemen Talenta ASN