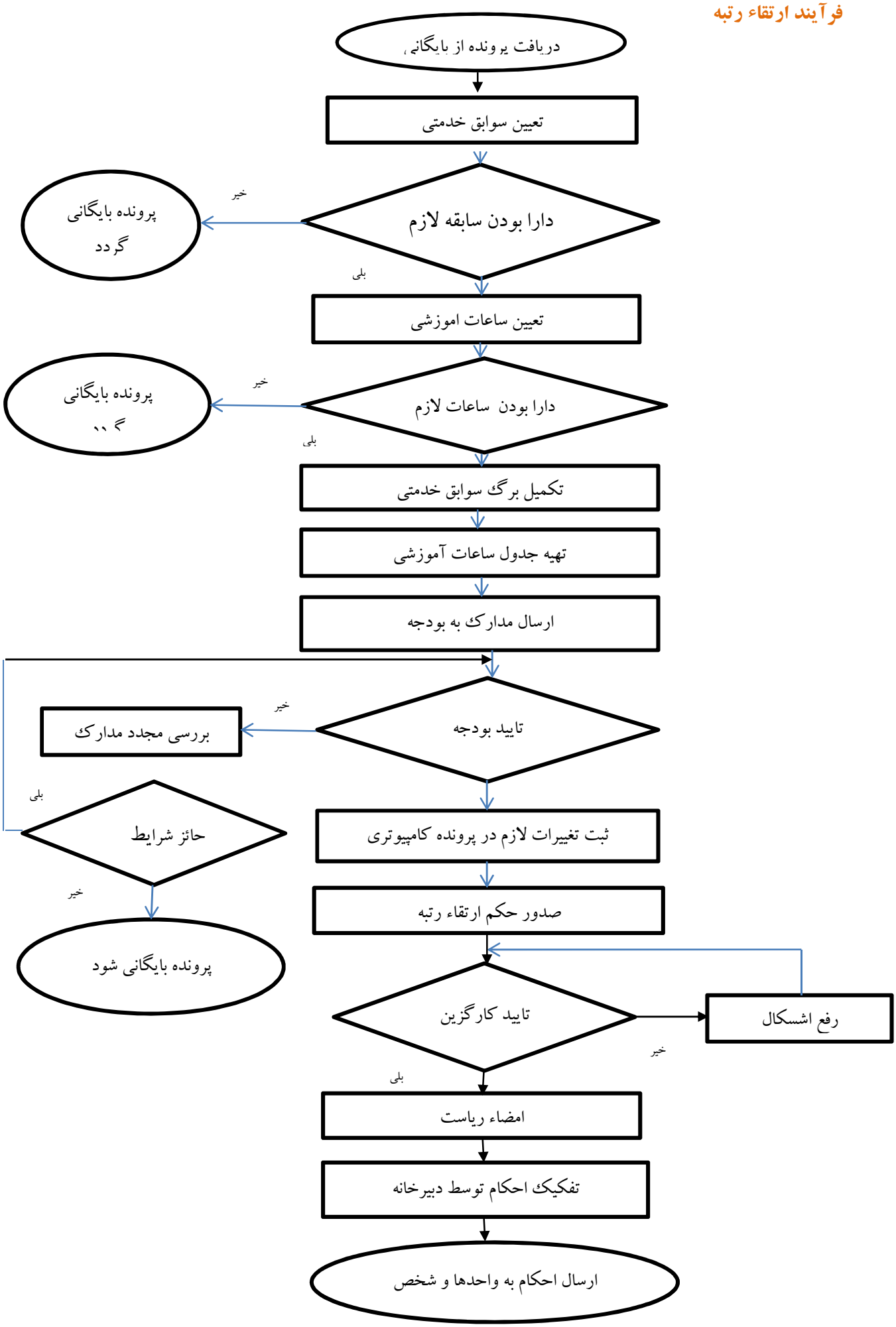فرآیند ارتقاء رتبه