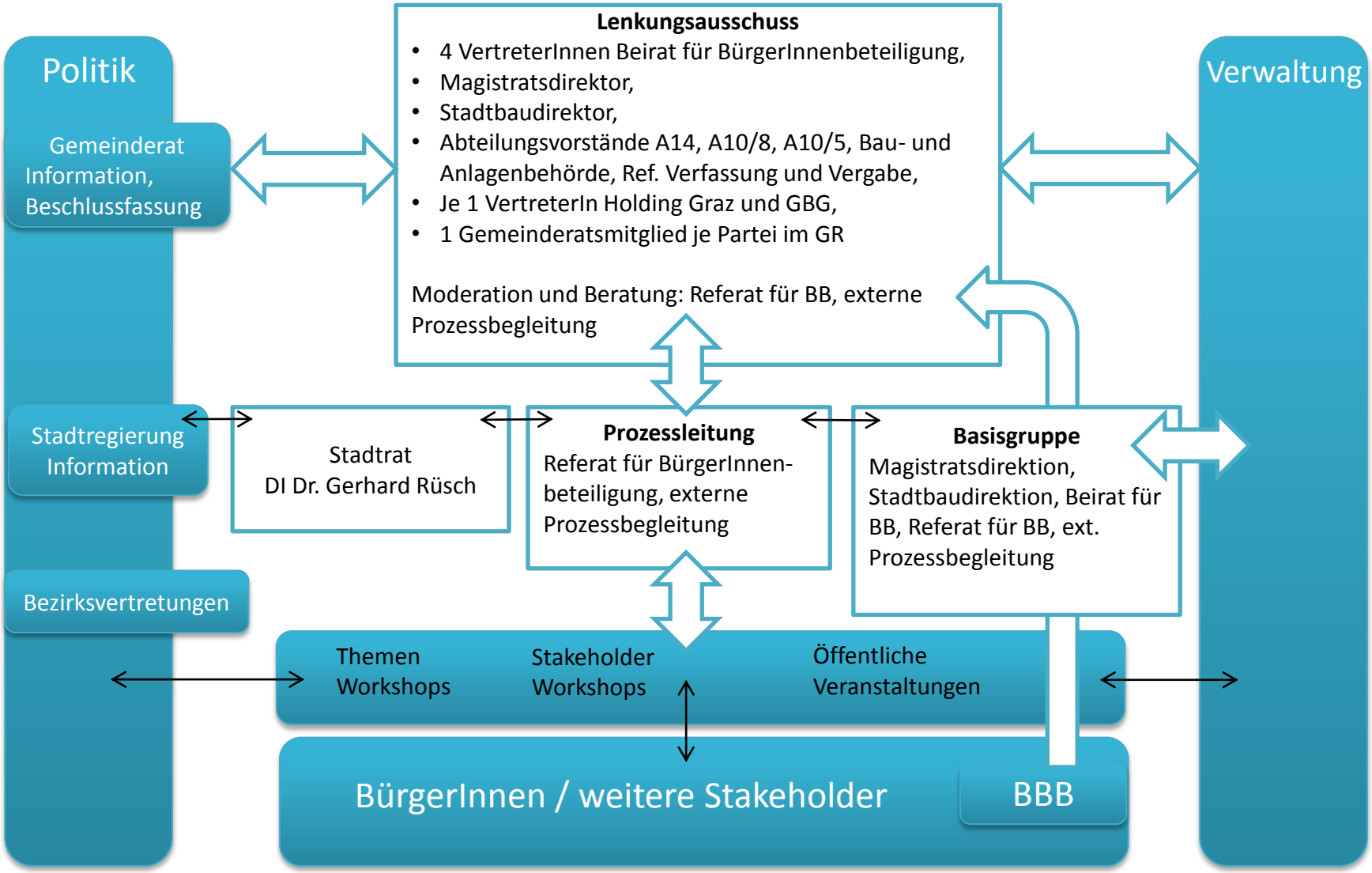Arbeitsstruktur