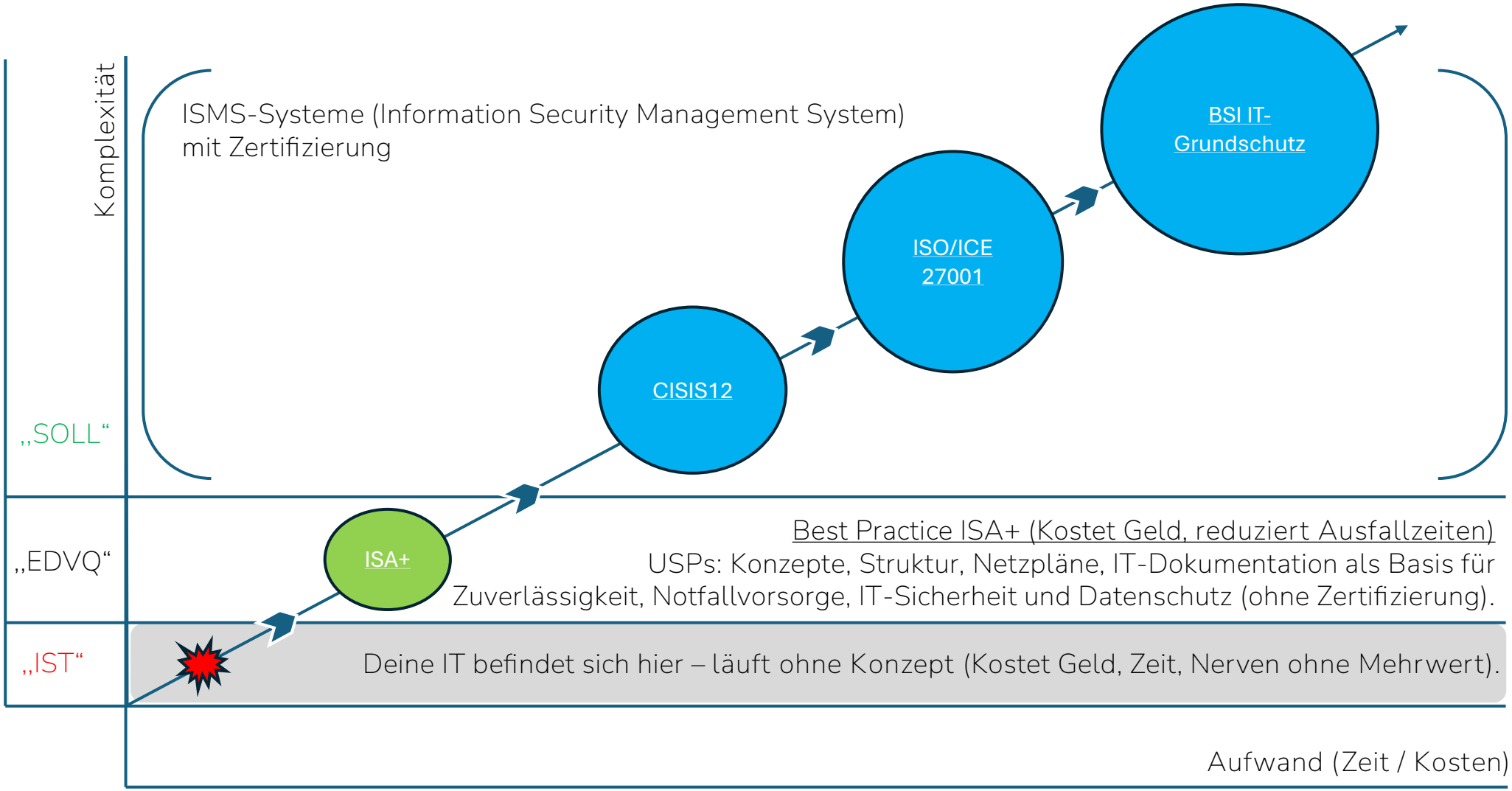Unser Arbeitskonzept