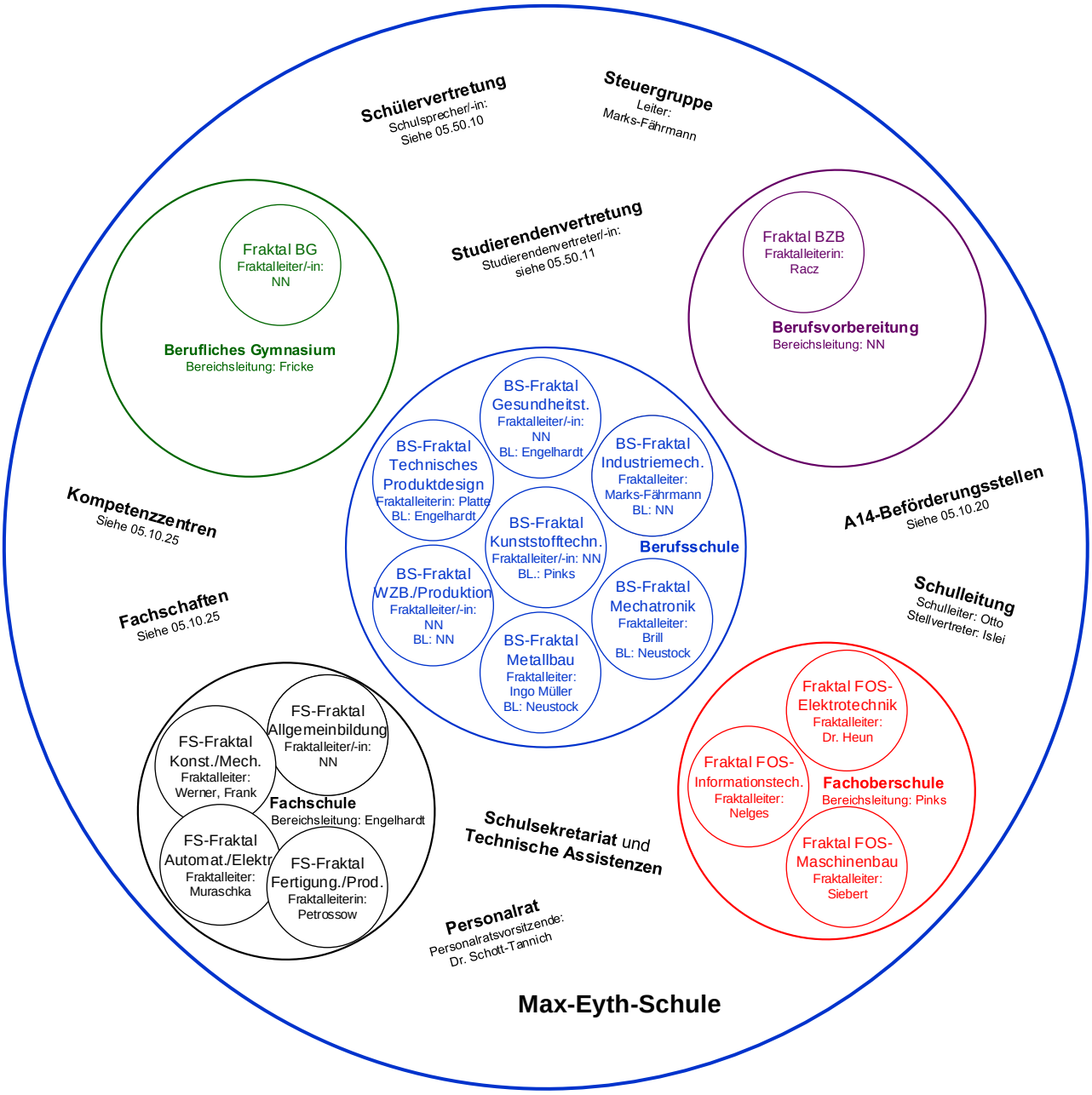Organisatorischer Aufbau