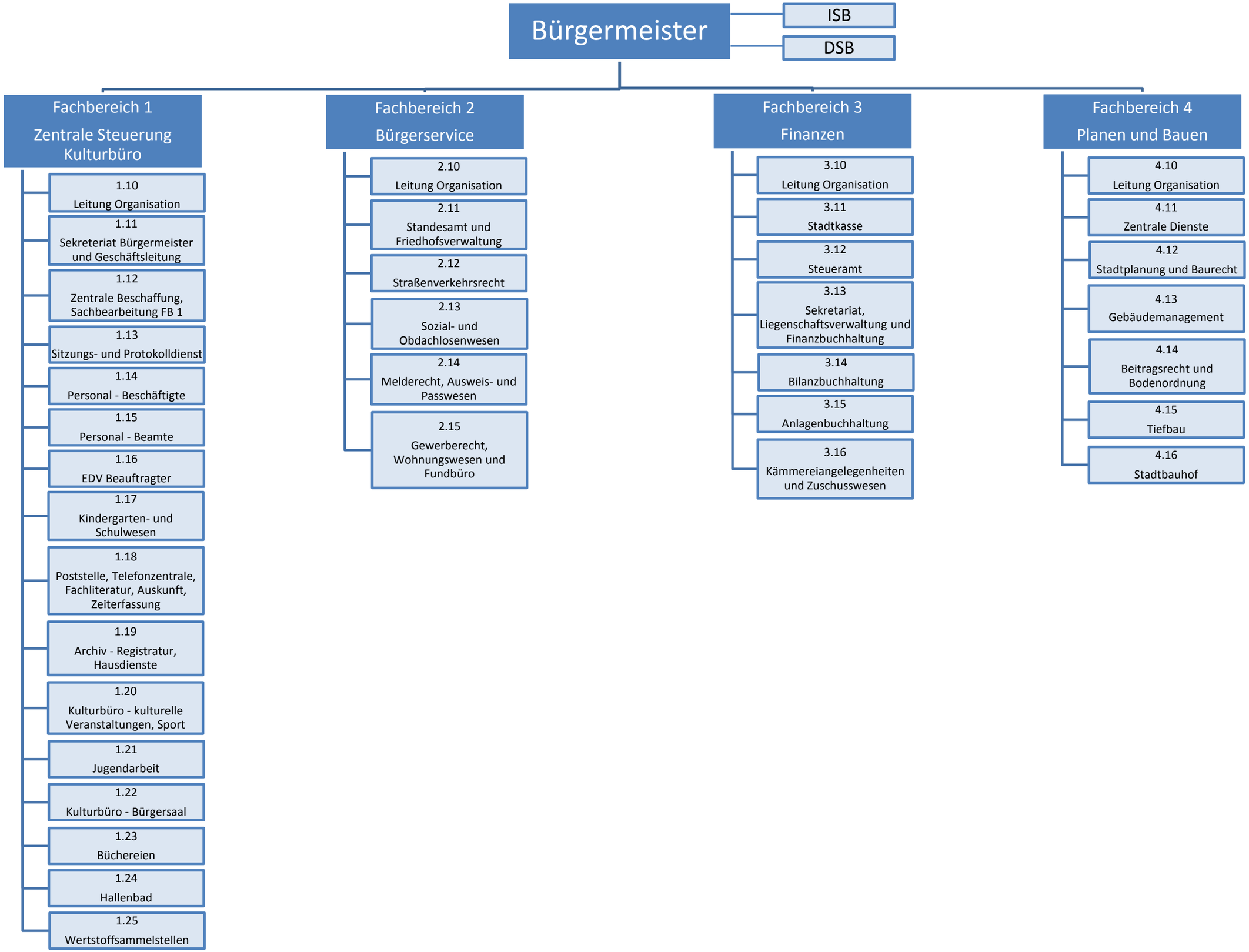Organisationsplan