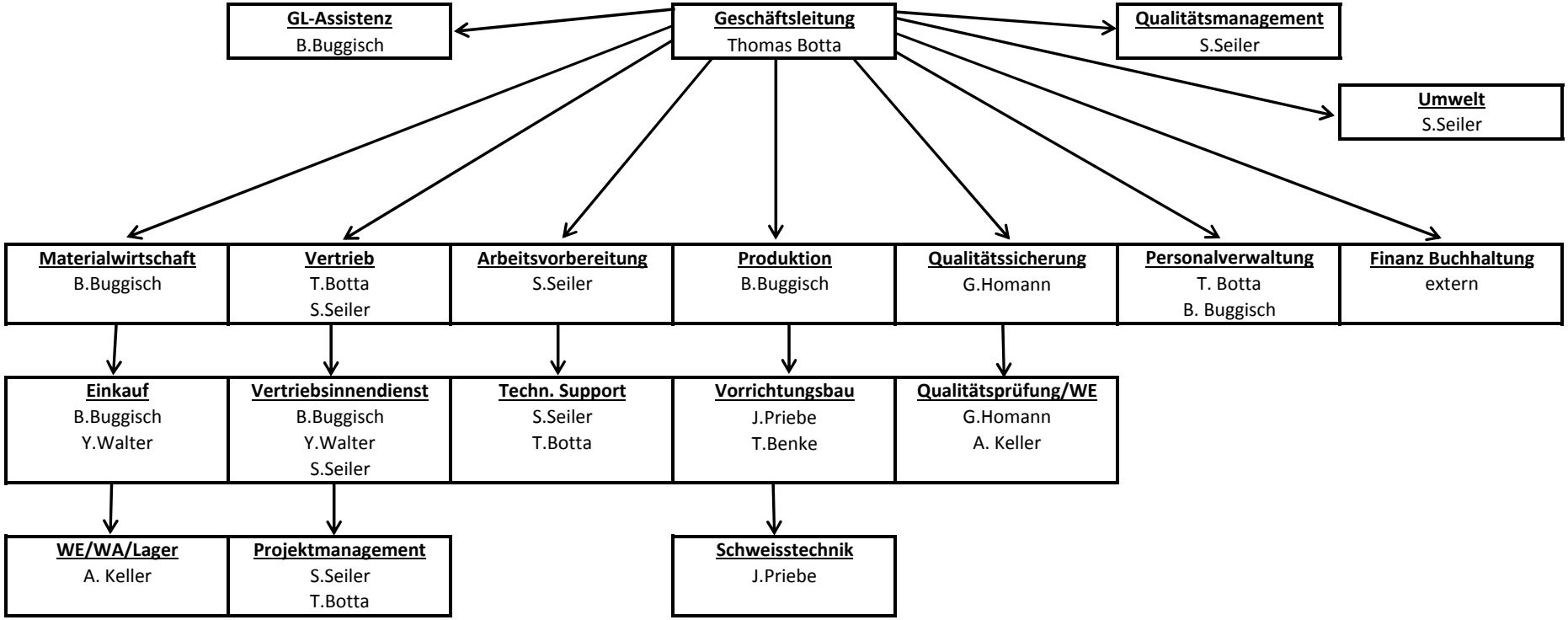3.3 Firmenorganisation