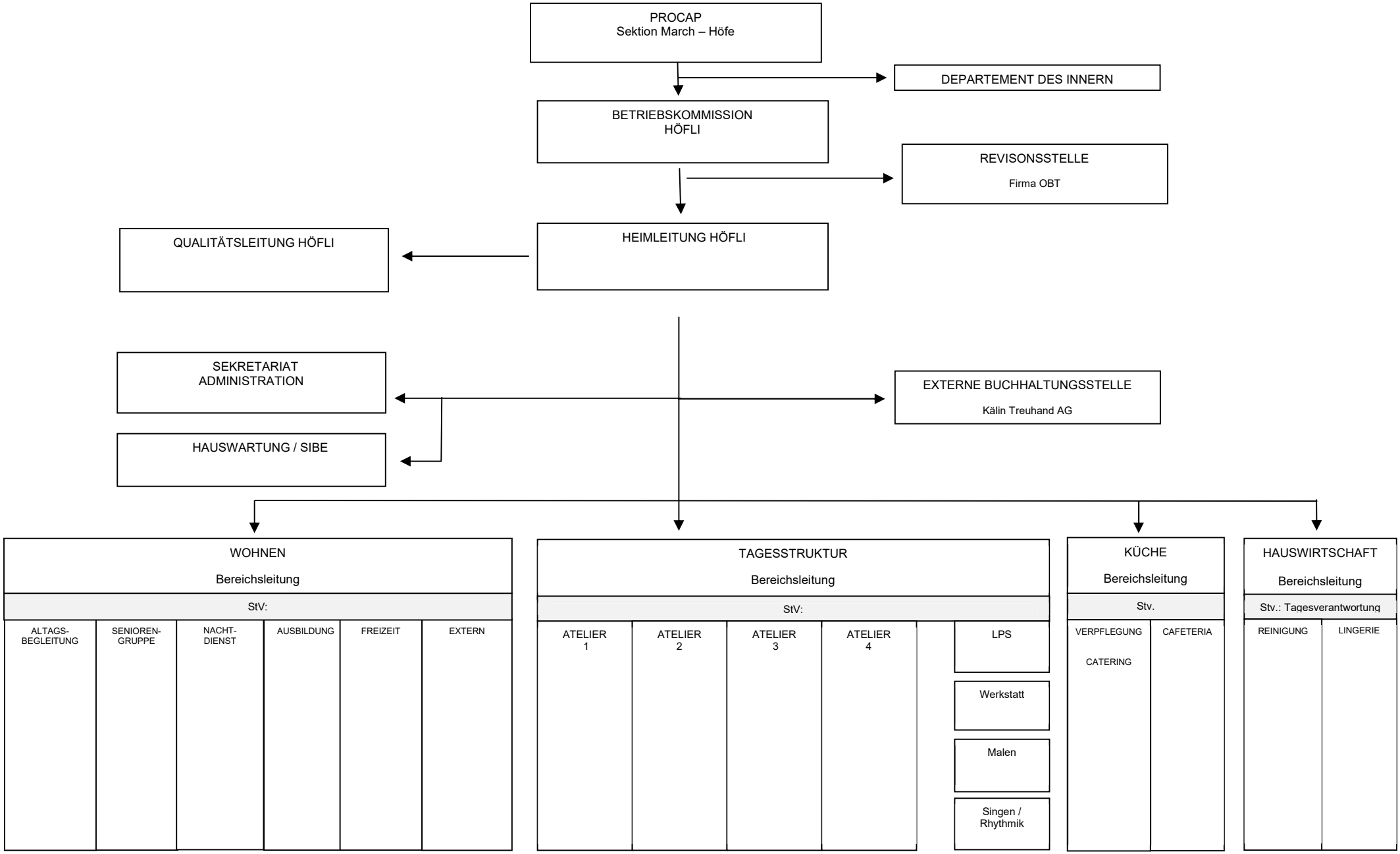Organigramm Funktionen