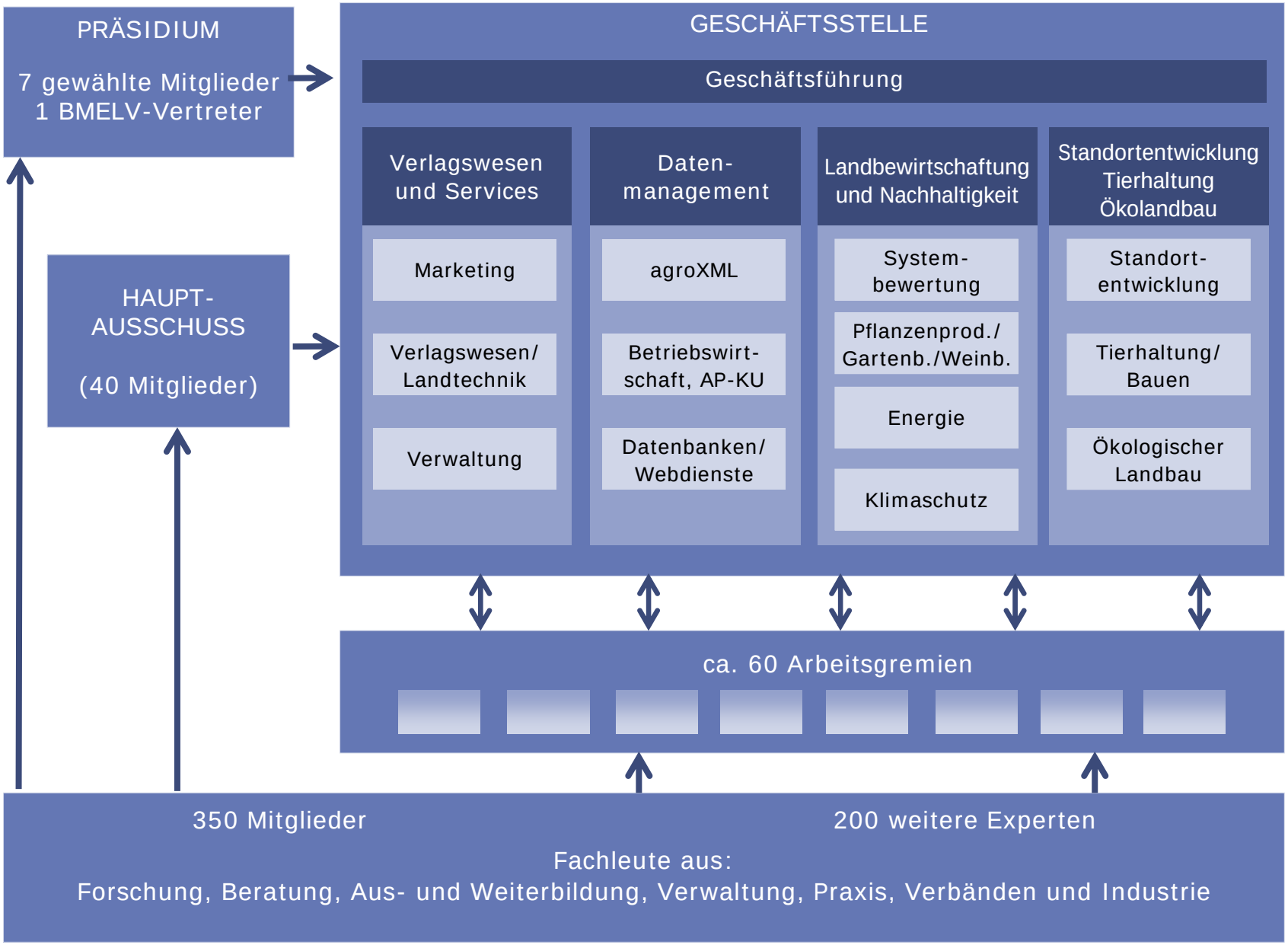Struktur und Arbeitsweise