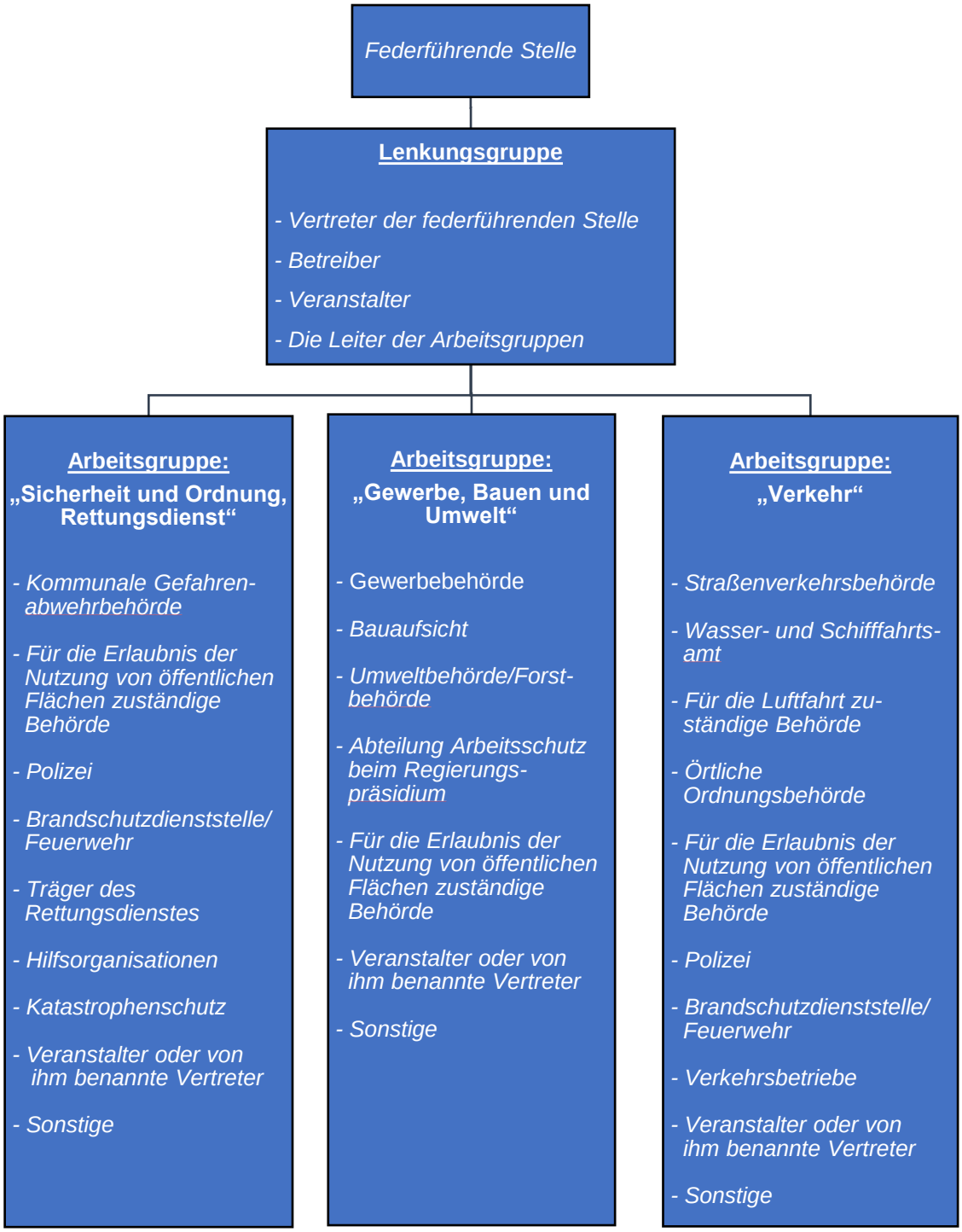Anlage 3 - Struktur von Arbeitsgruppen