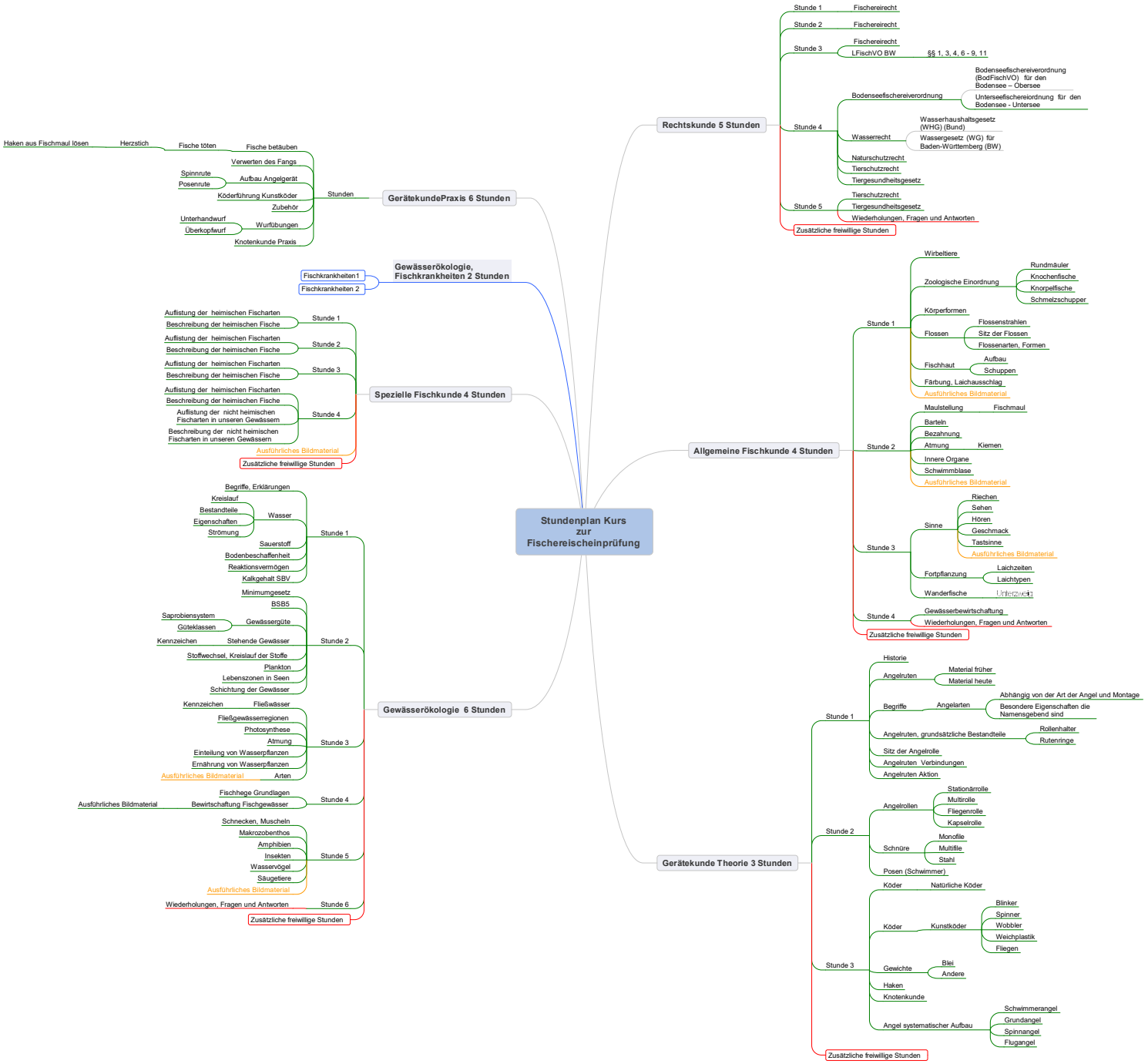Muster Schulungsplan