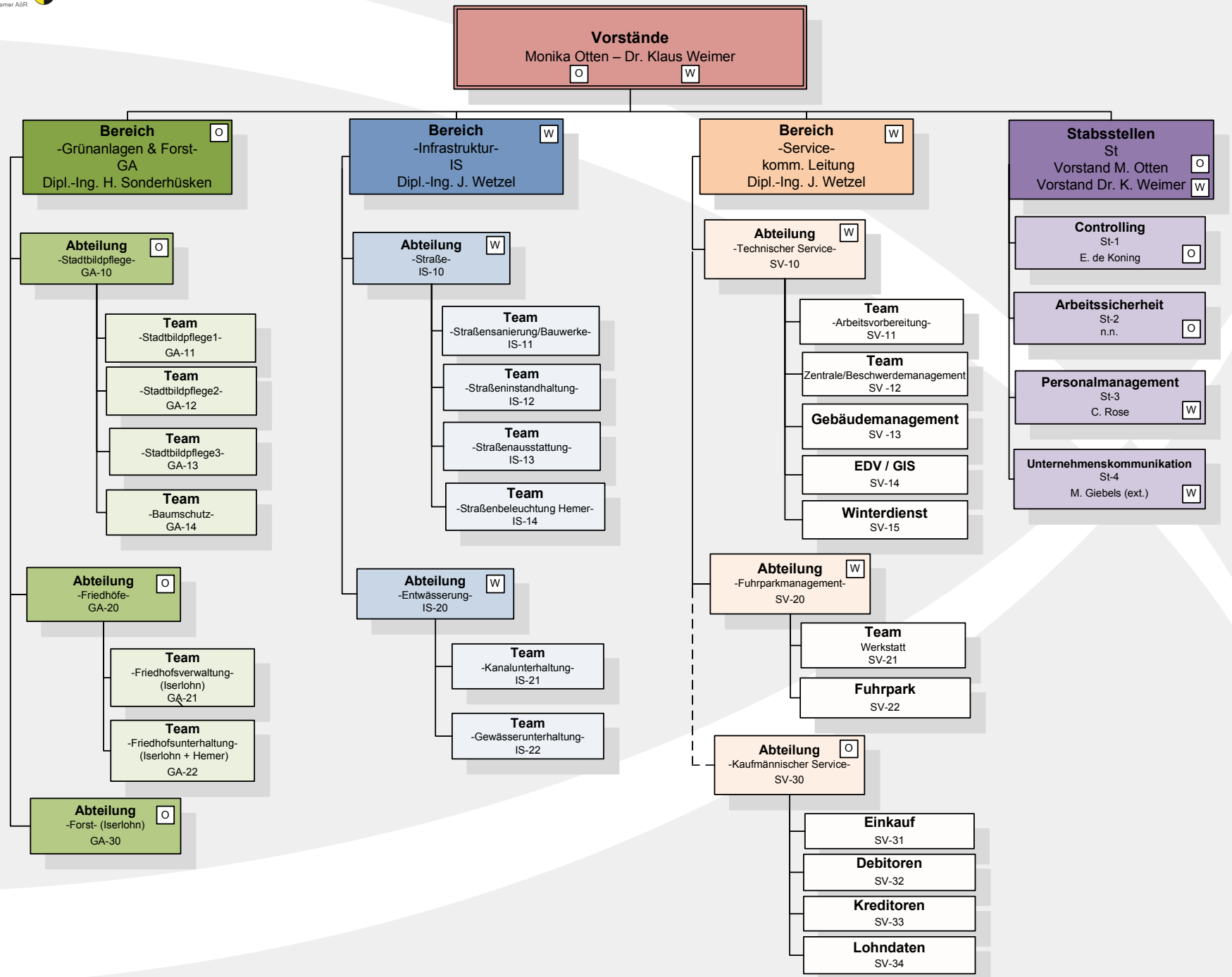Organisationplan SIH ab 01.01.2018