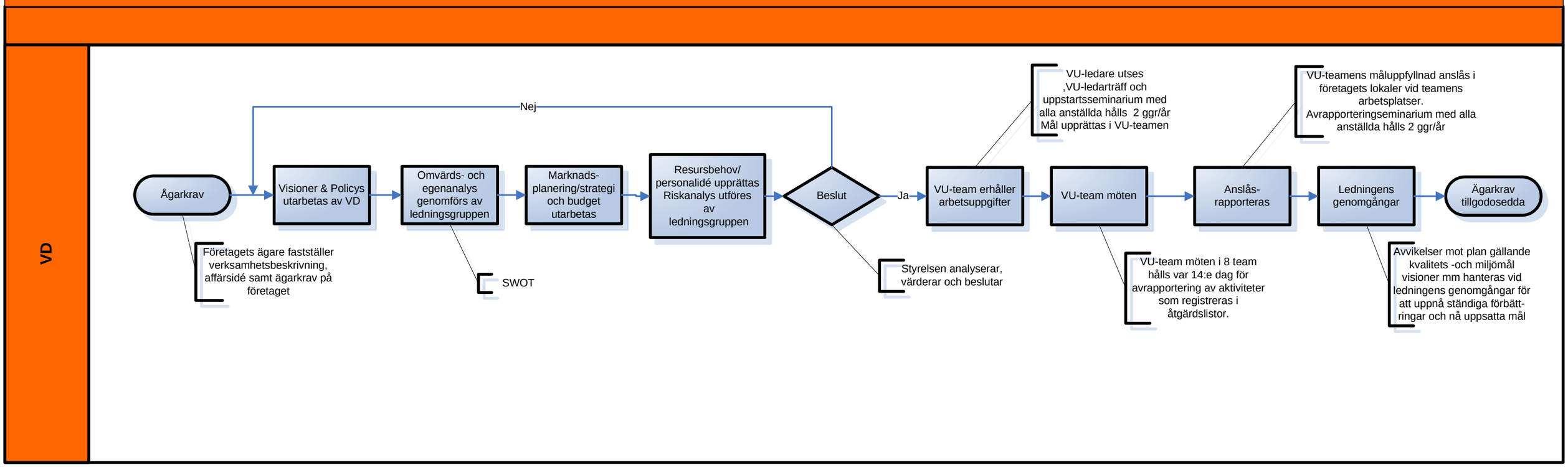Process för ledningen