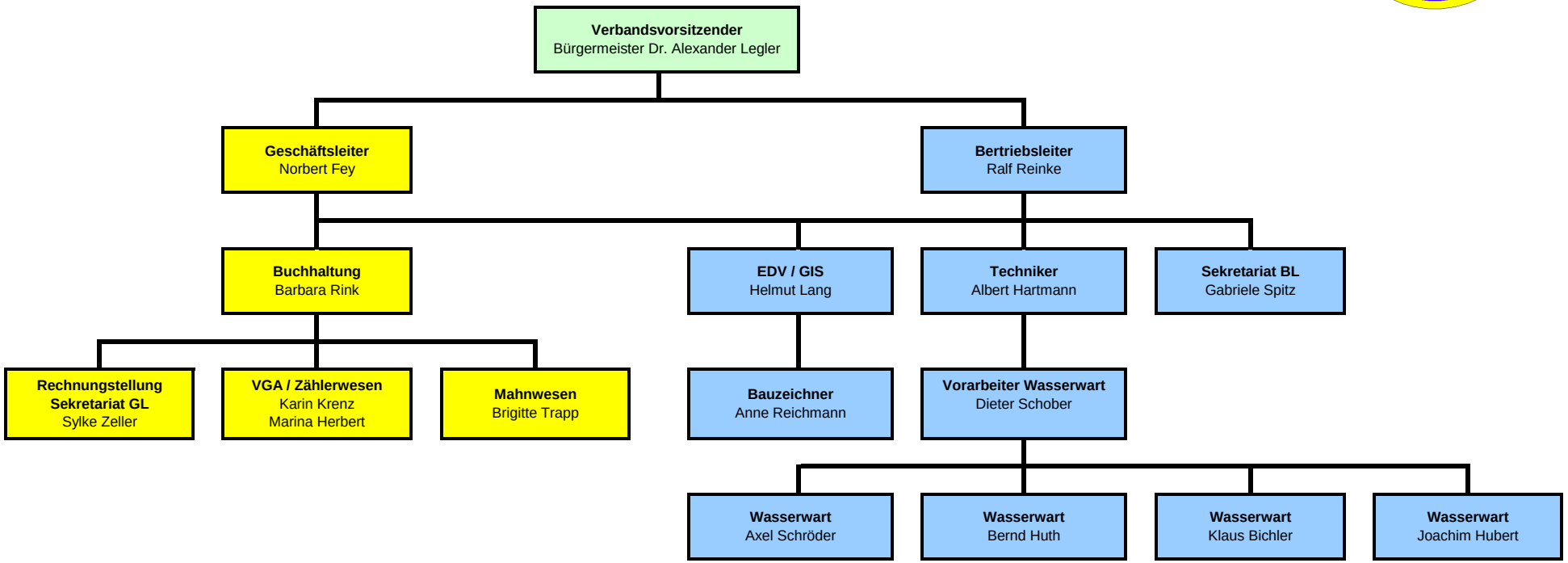Organisationsplan FWS