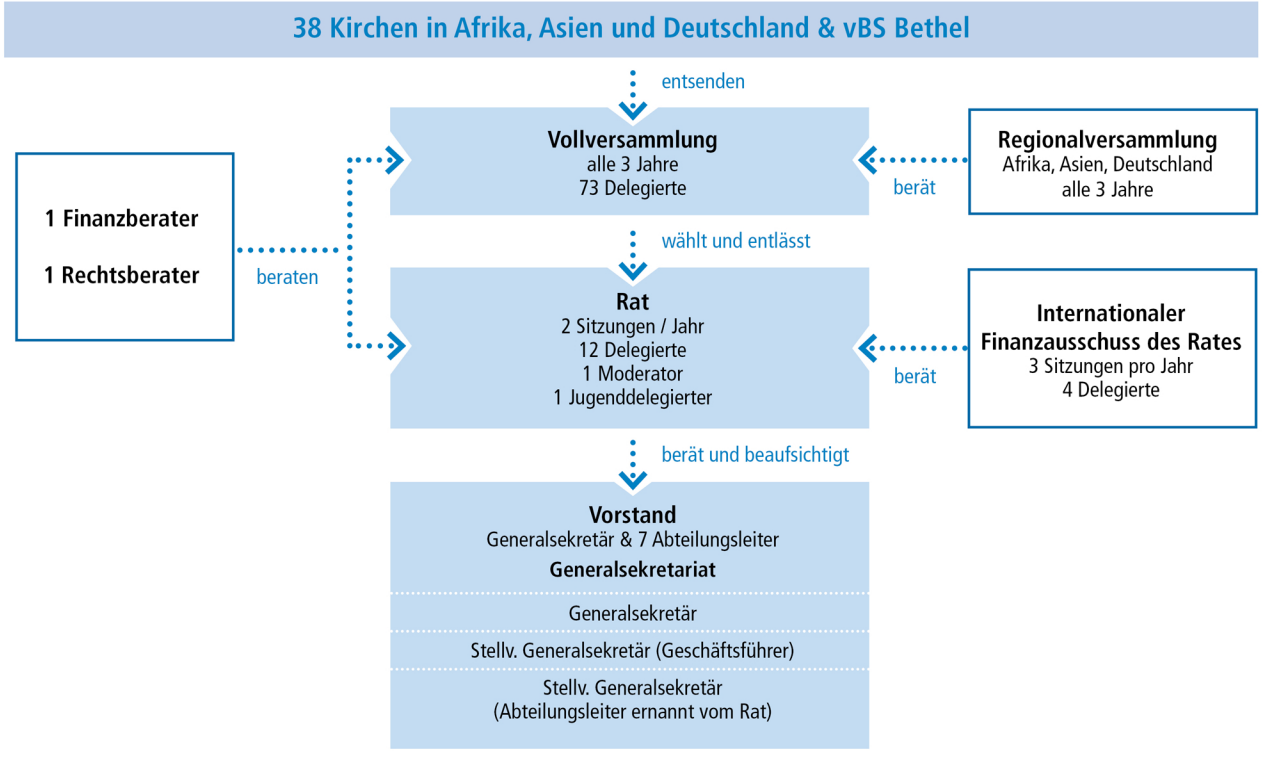DIE LEITUNGSSTRUKTUR DER VEM