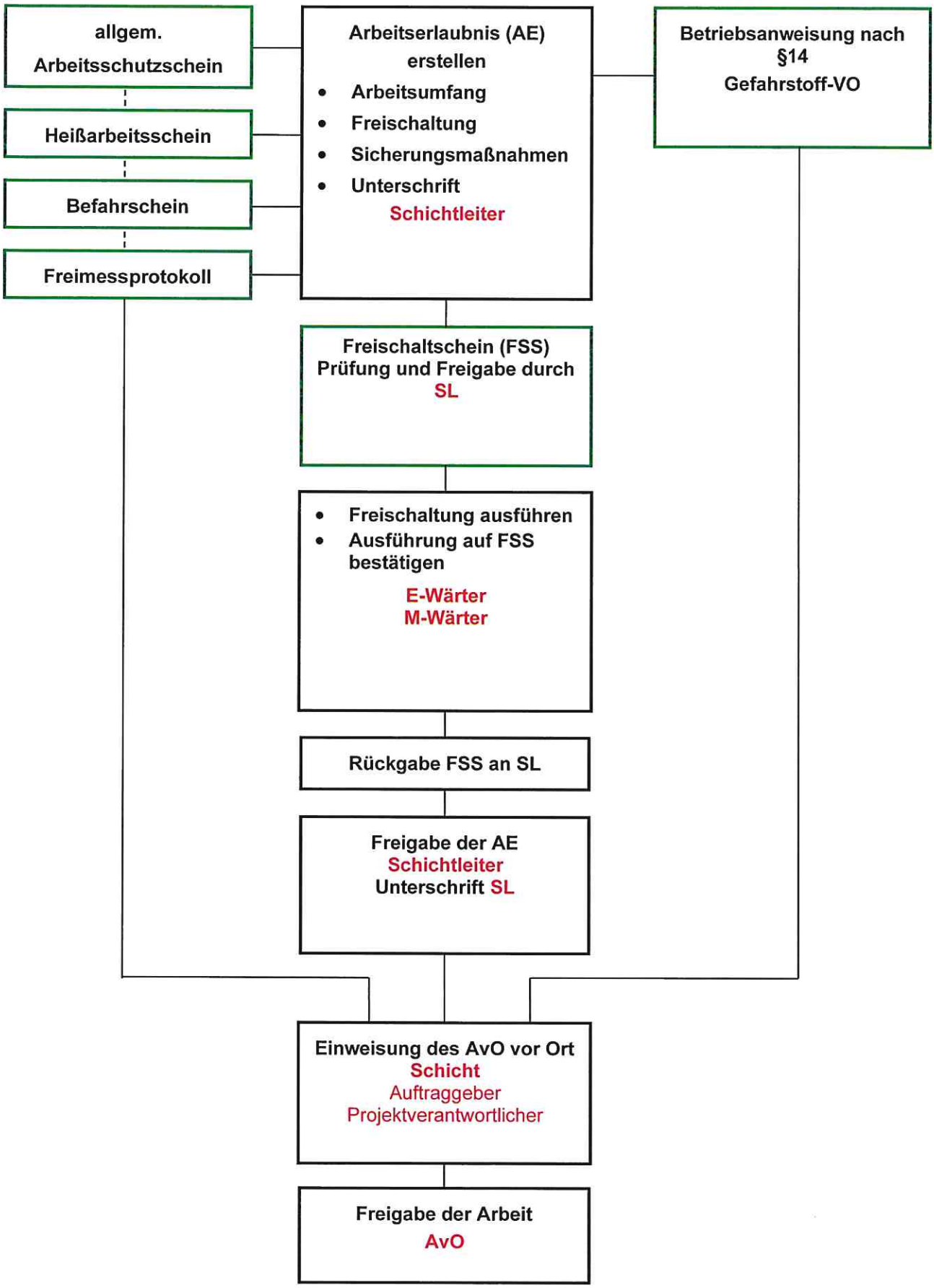Arbeitserlaubnisverfahren