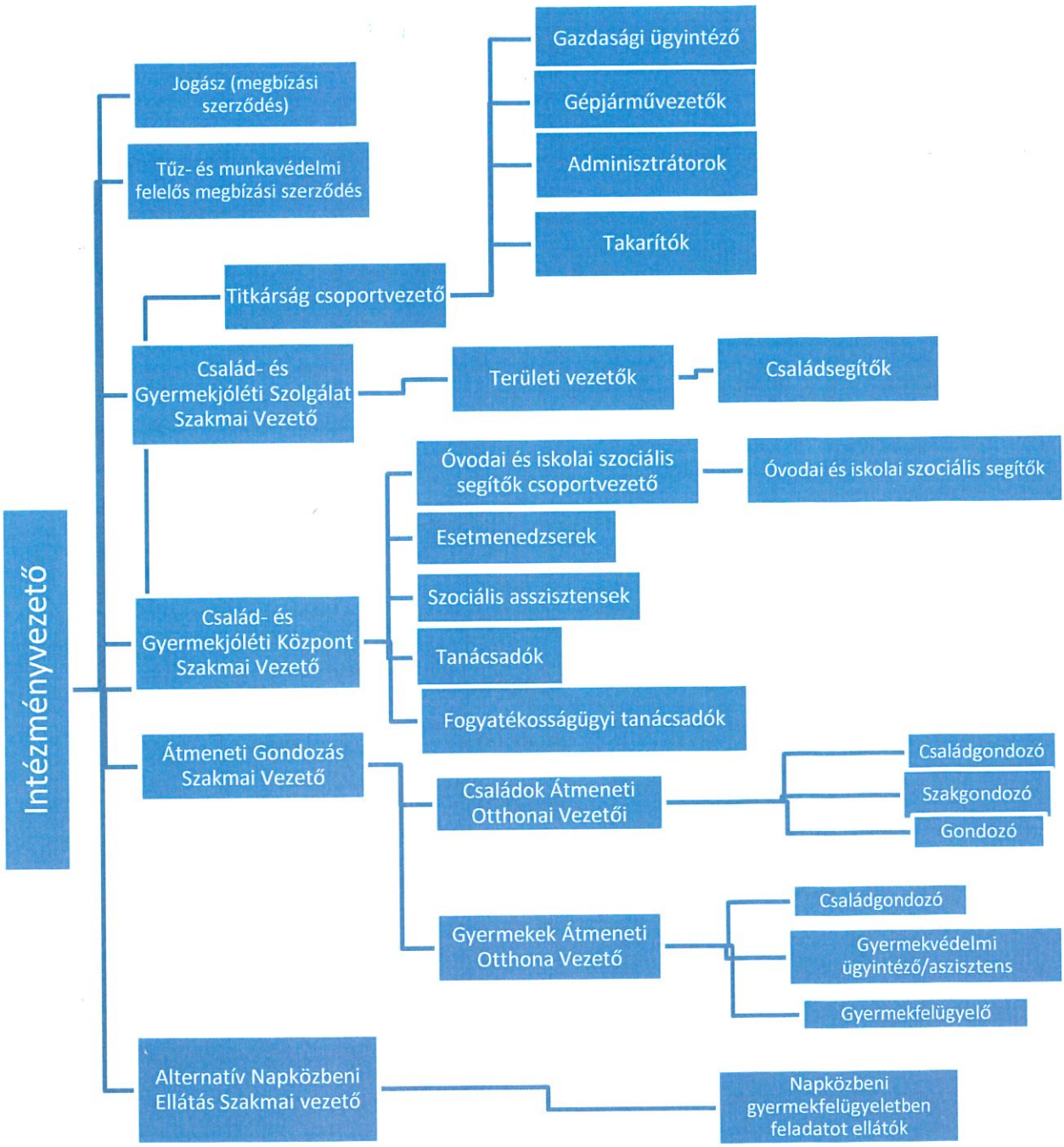SZERVEZETI ÁBRA