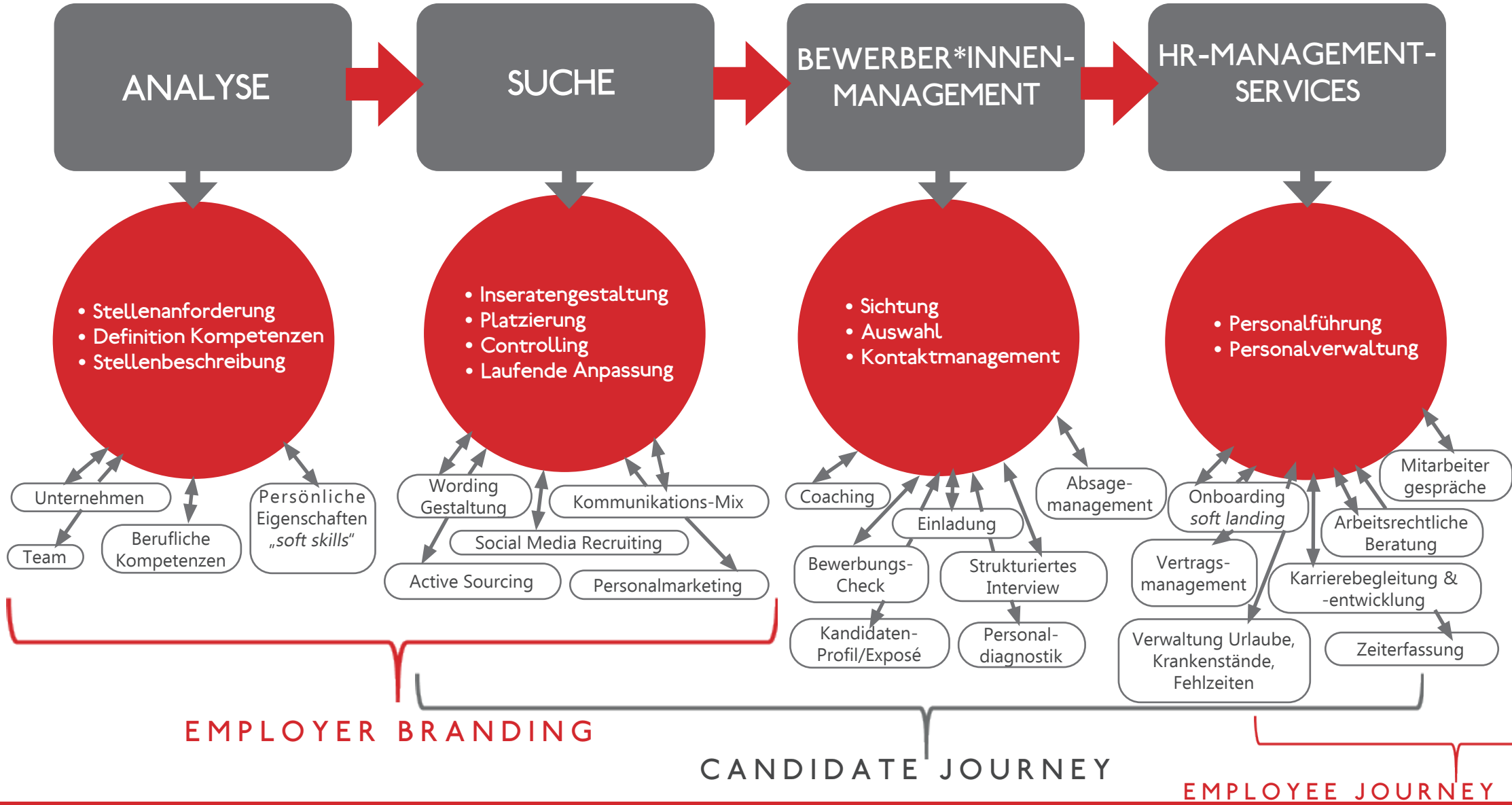Prozess ZELLNER Personalberatung