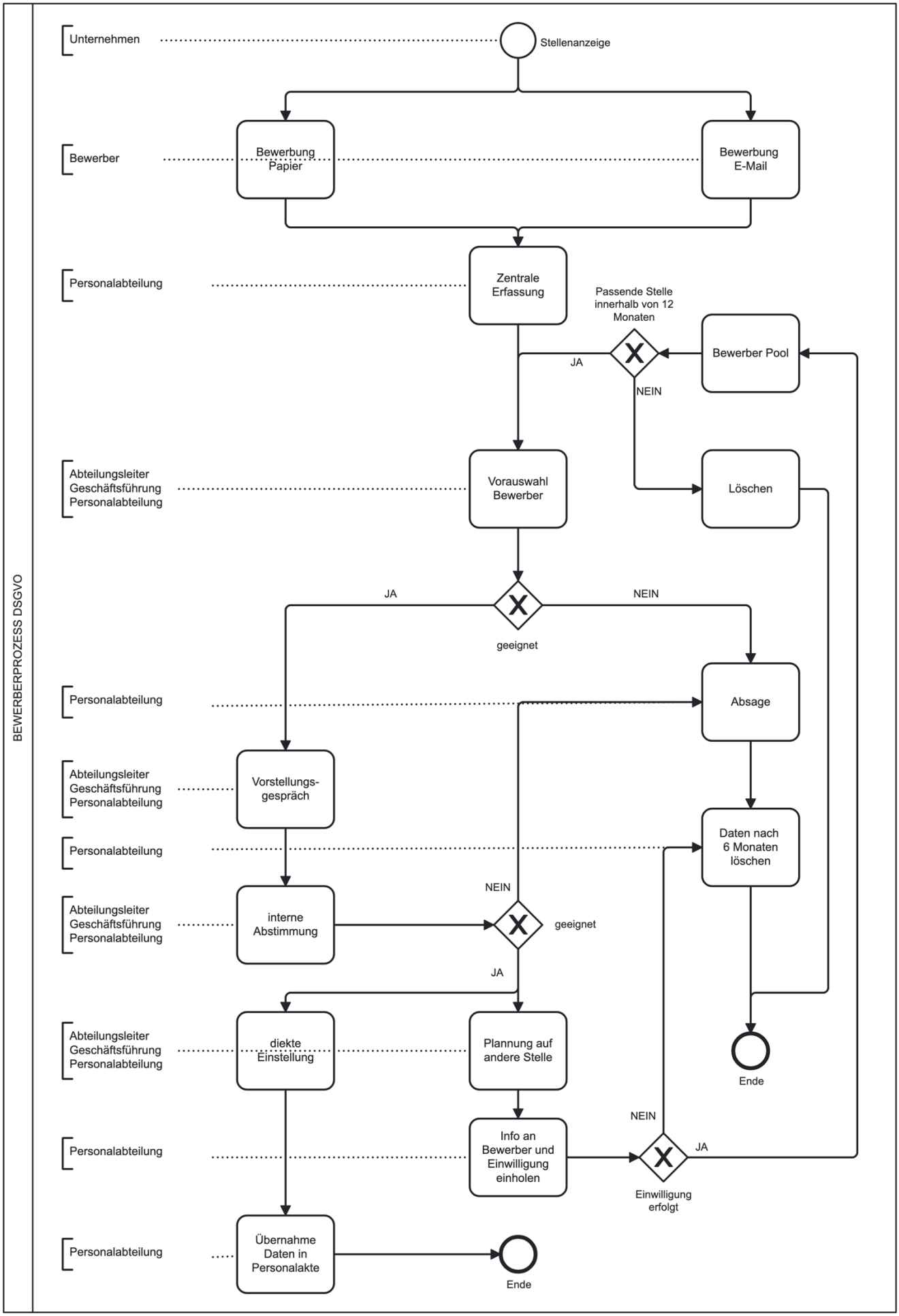Prozess Bewerbung