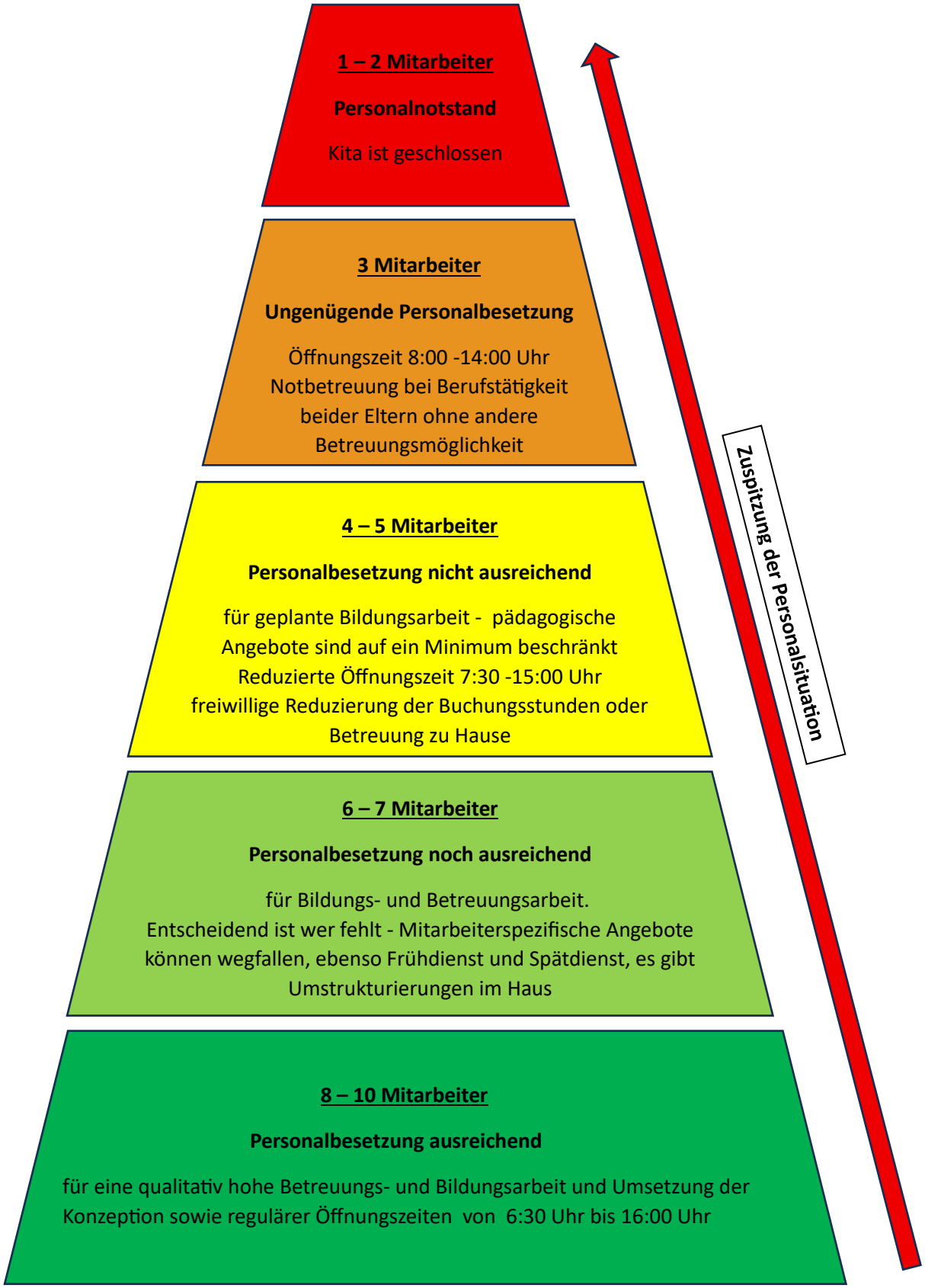Personalpyramide