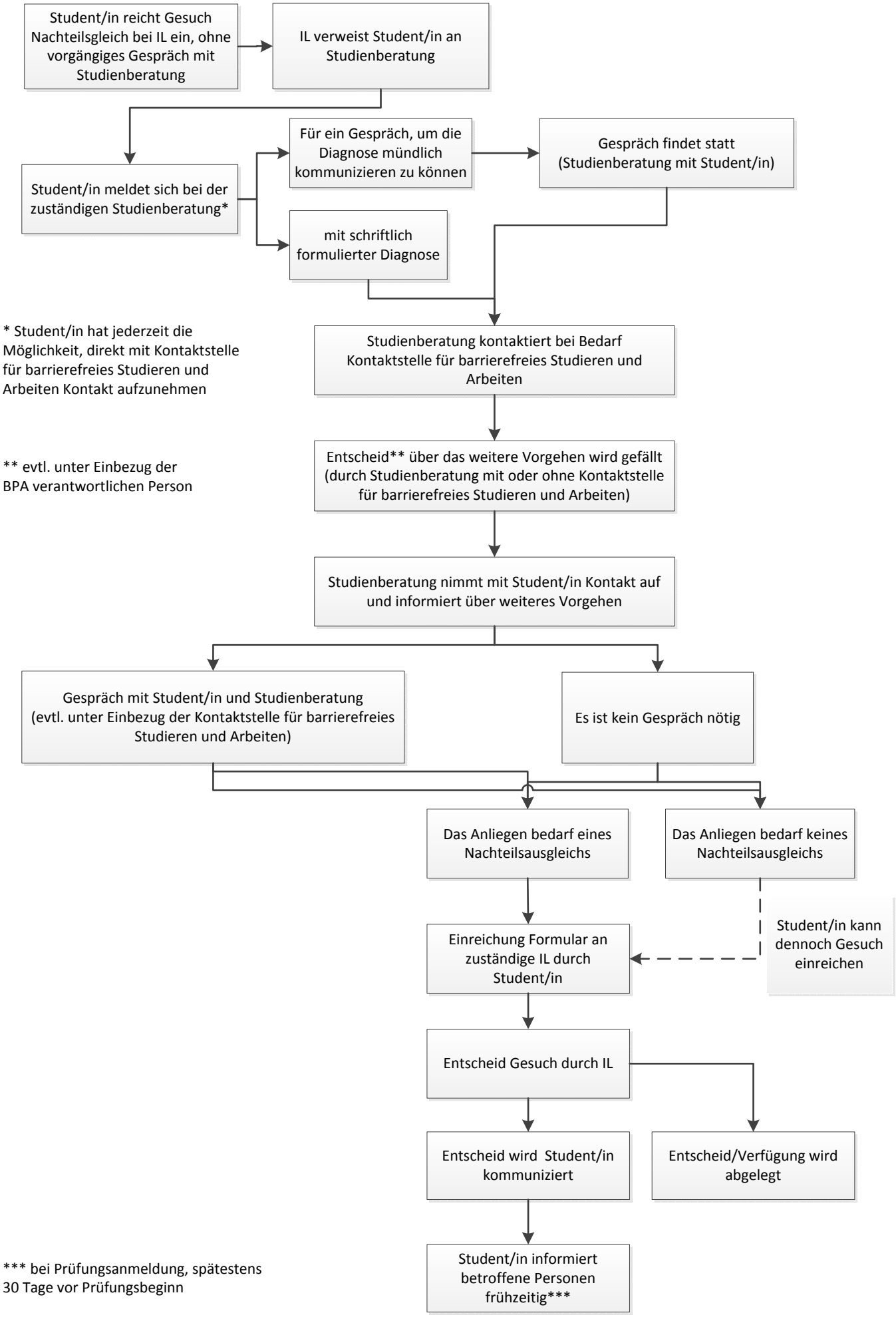Prozess Nachteilsausgleich IS1