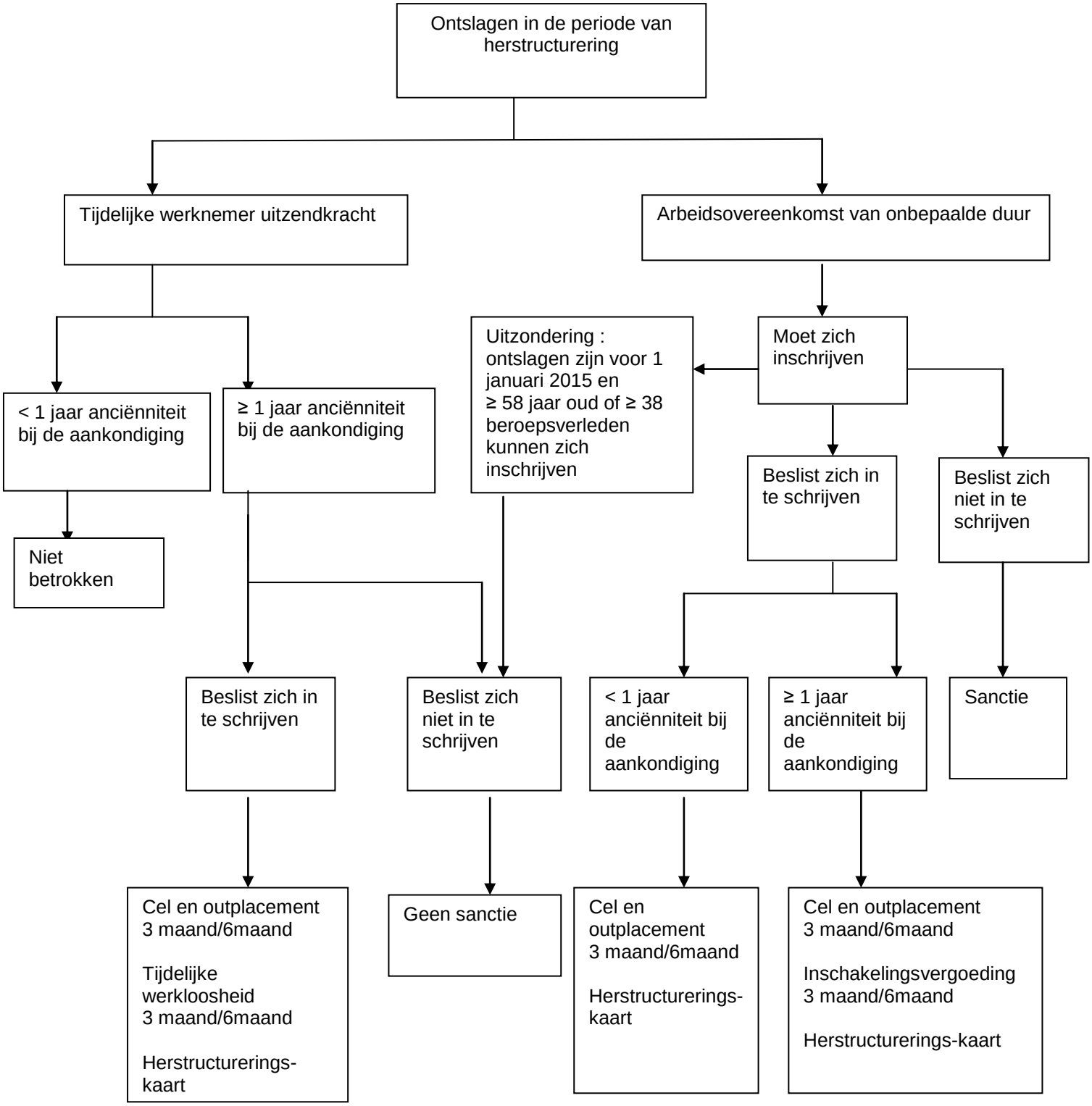De betrokken werknemers