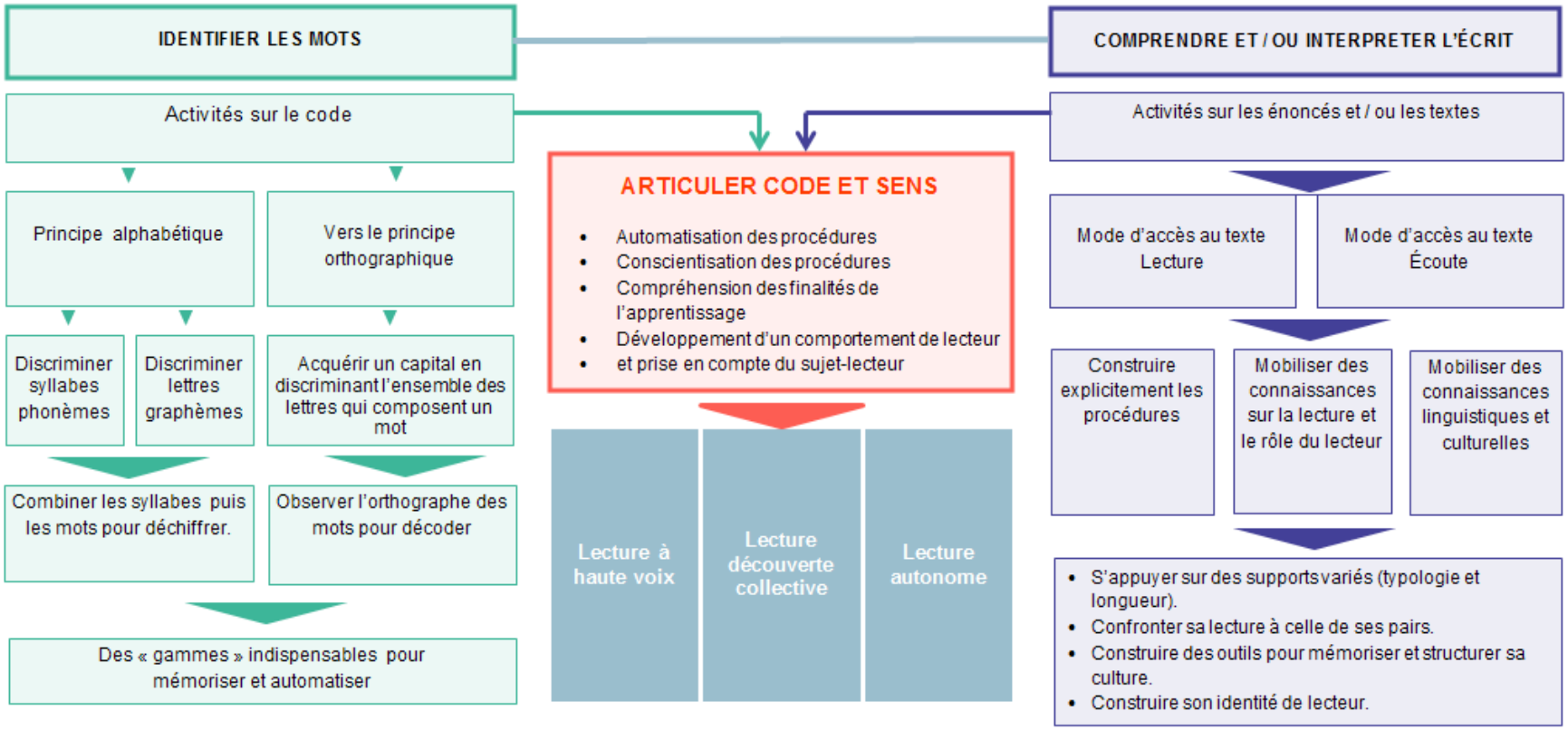# Compétences et procédures