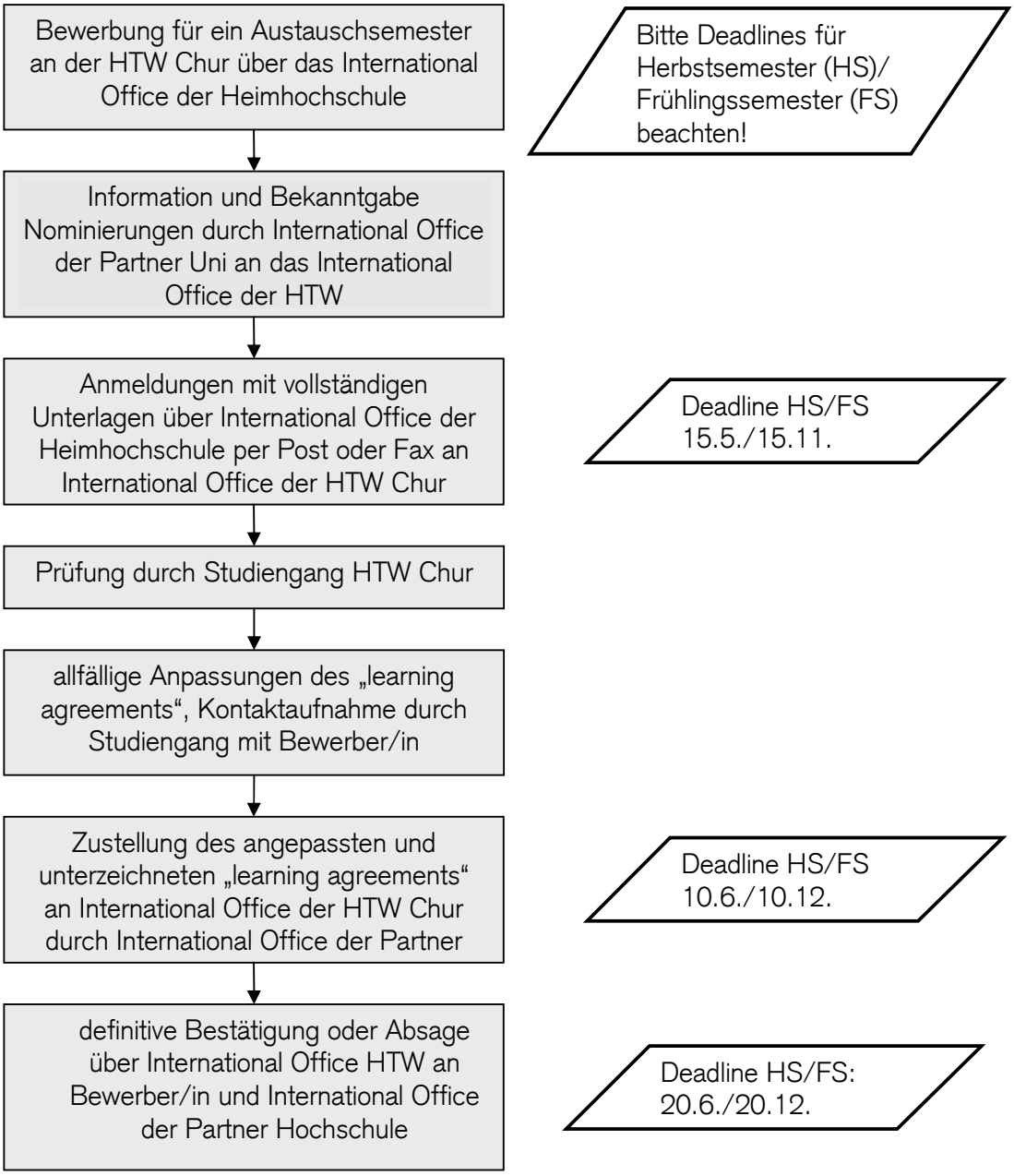Ablauf Auswahlverfahren INCOMINGS