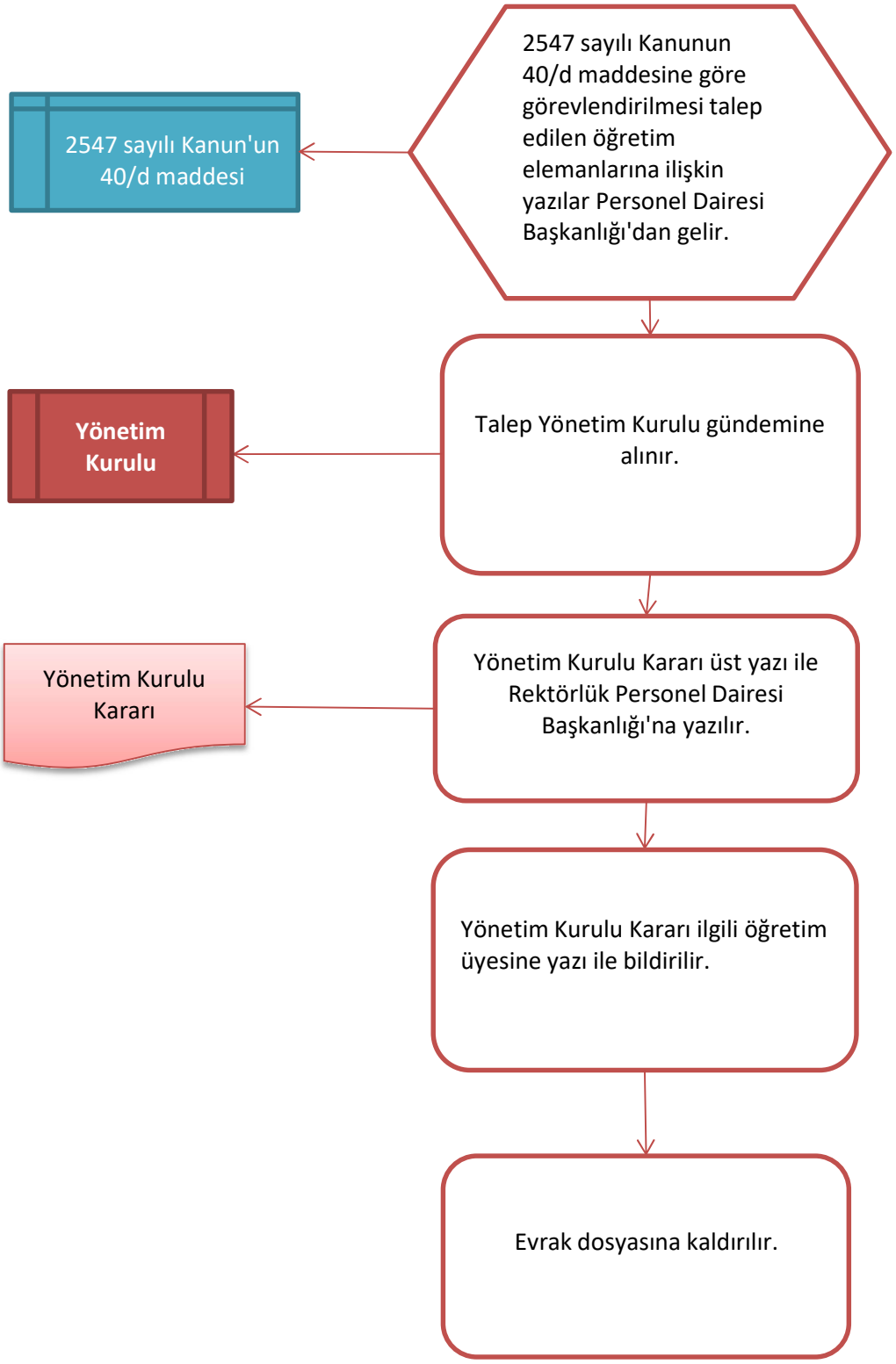40-d GÖREVLENDİRME