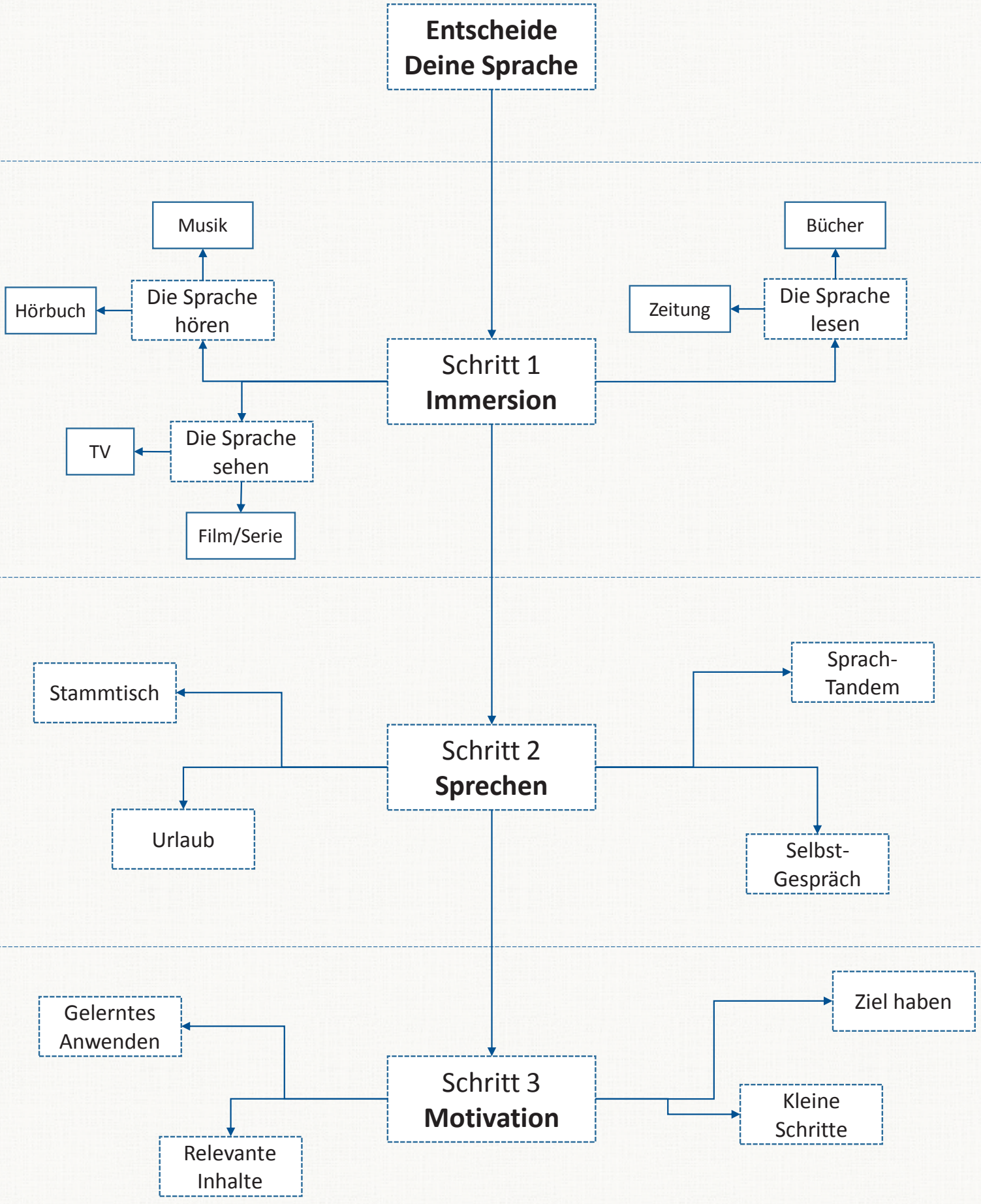EFFEKTIVES SPRACHEN LERNEN