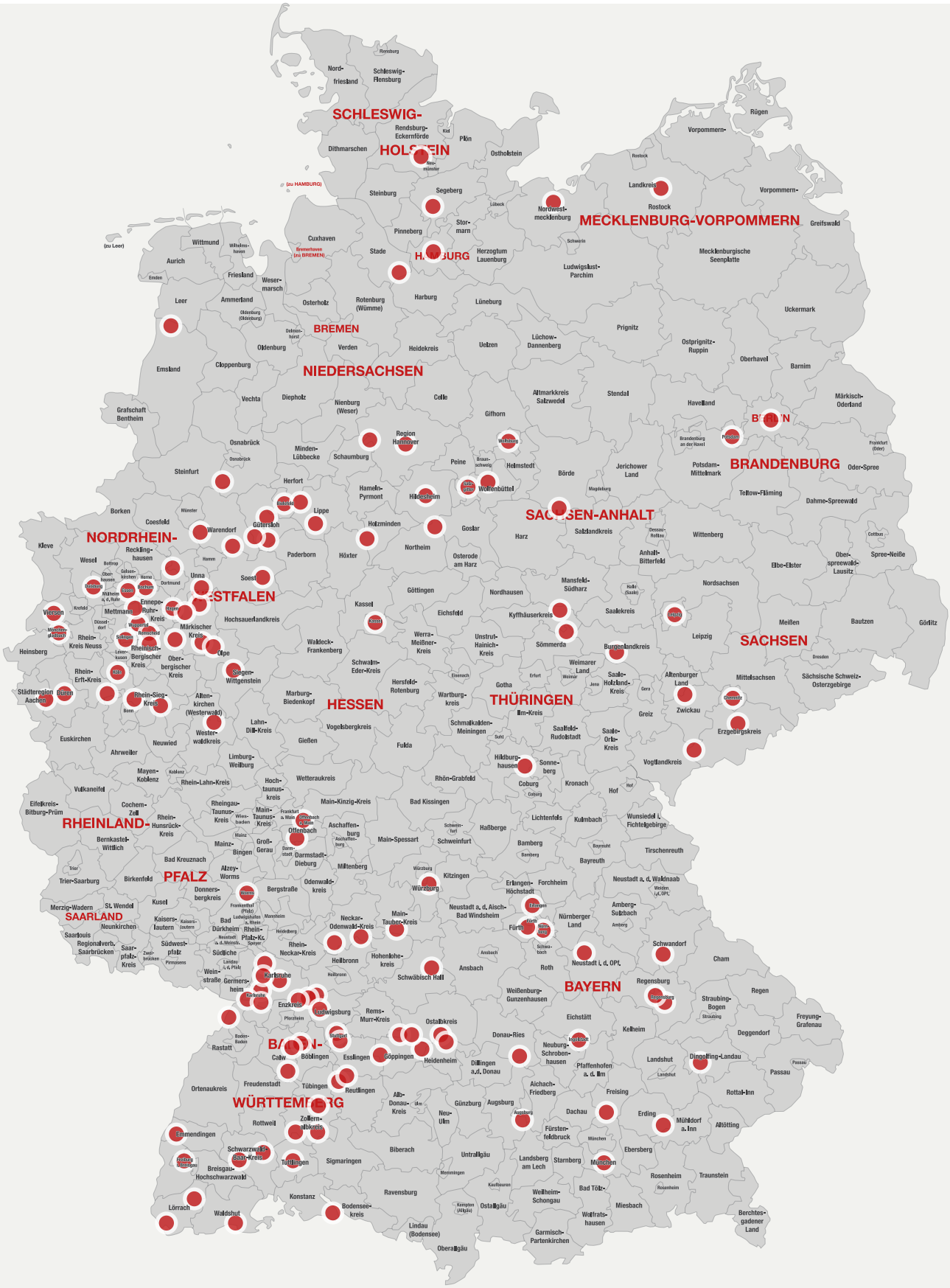Tarifbindung 2016 hergestellt