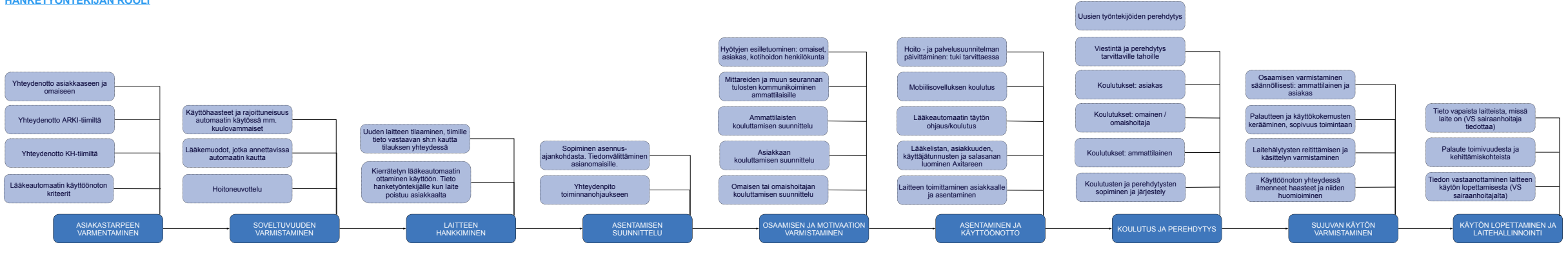HANKETYÖNTEKIJÄN ROOLI