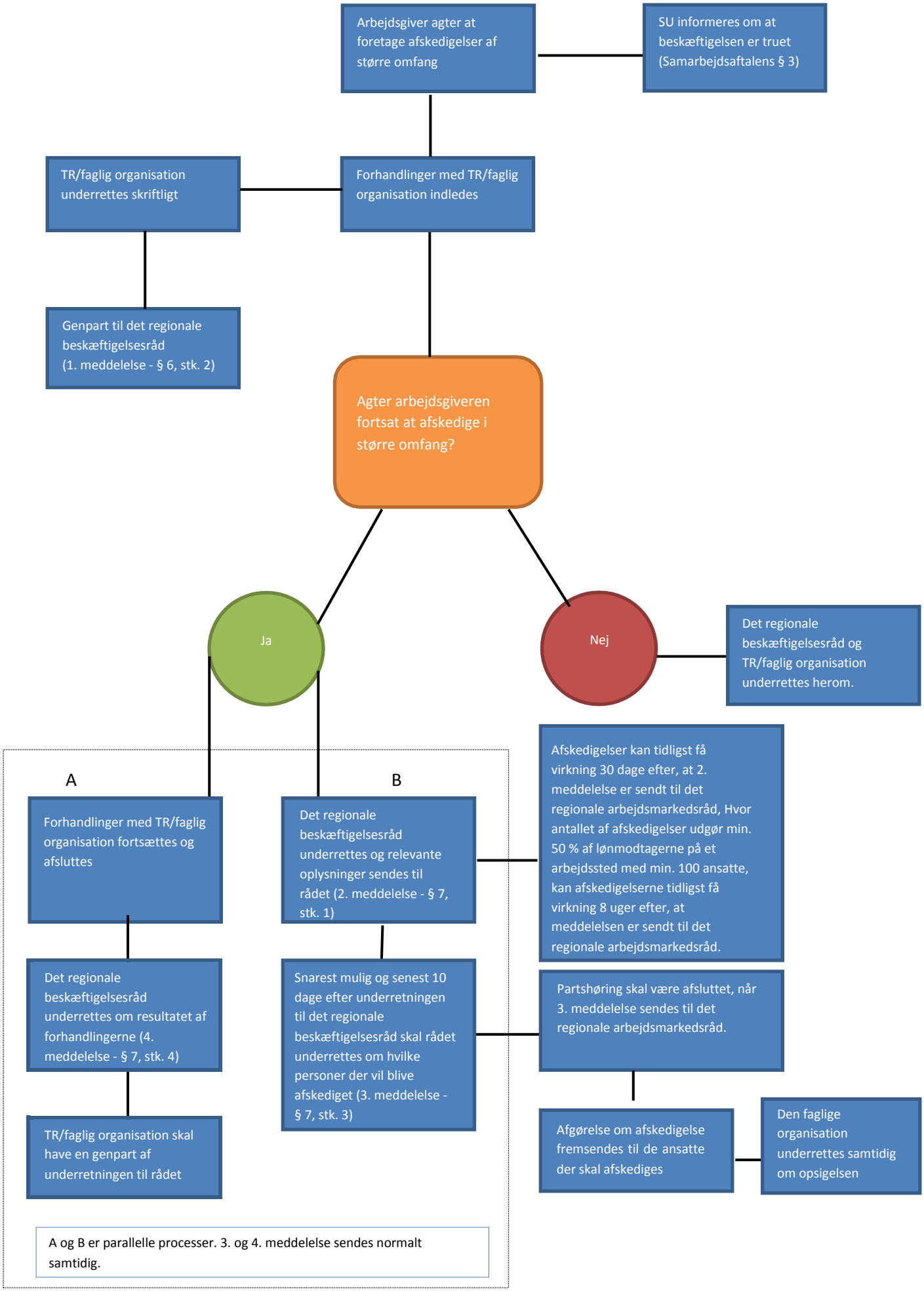Proces for afskedigelser af større omfang