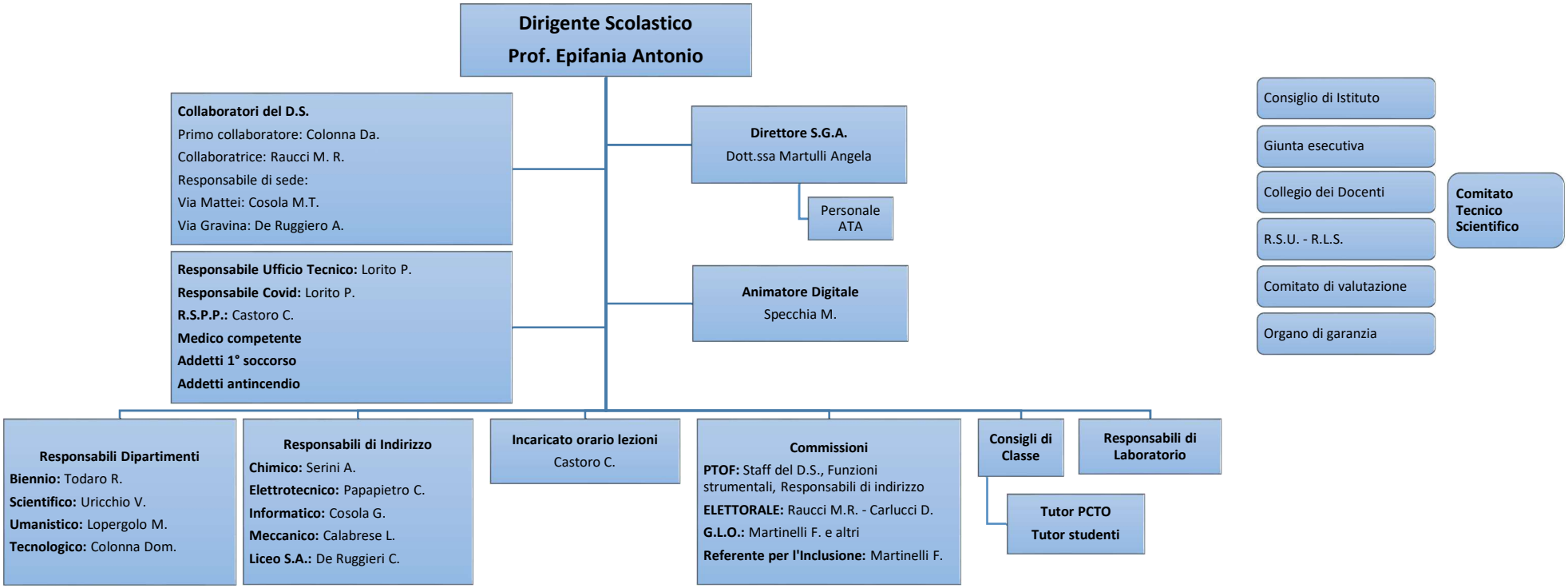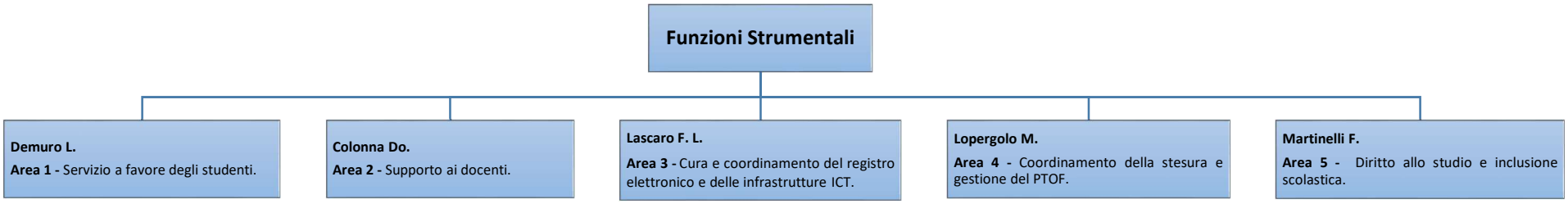1.4 Risorse professionali