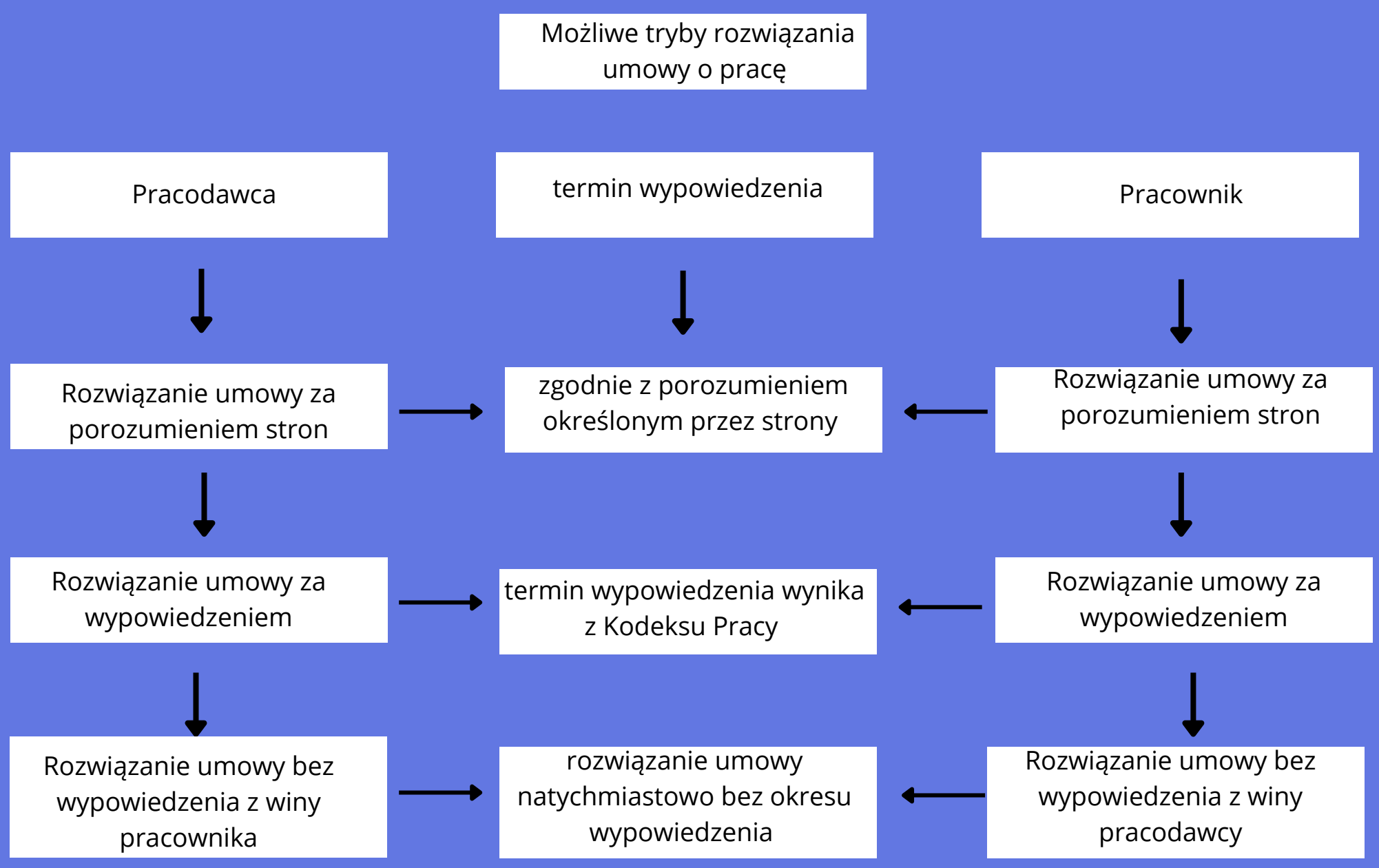Rozwiązanie umowy o pracę