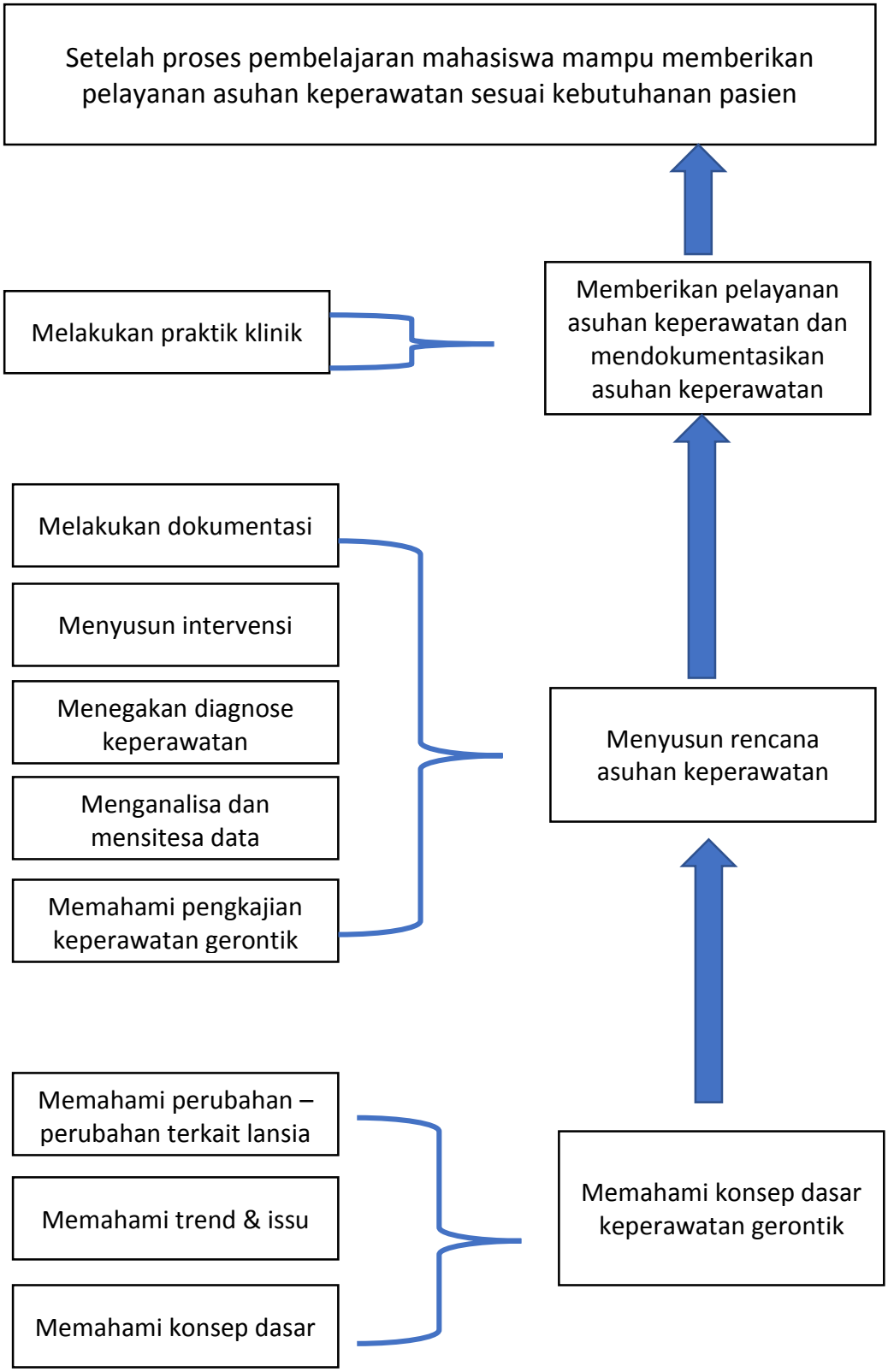PETA KOMPETENSI