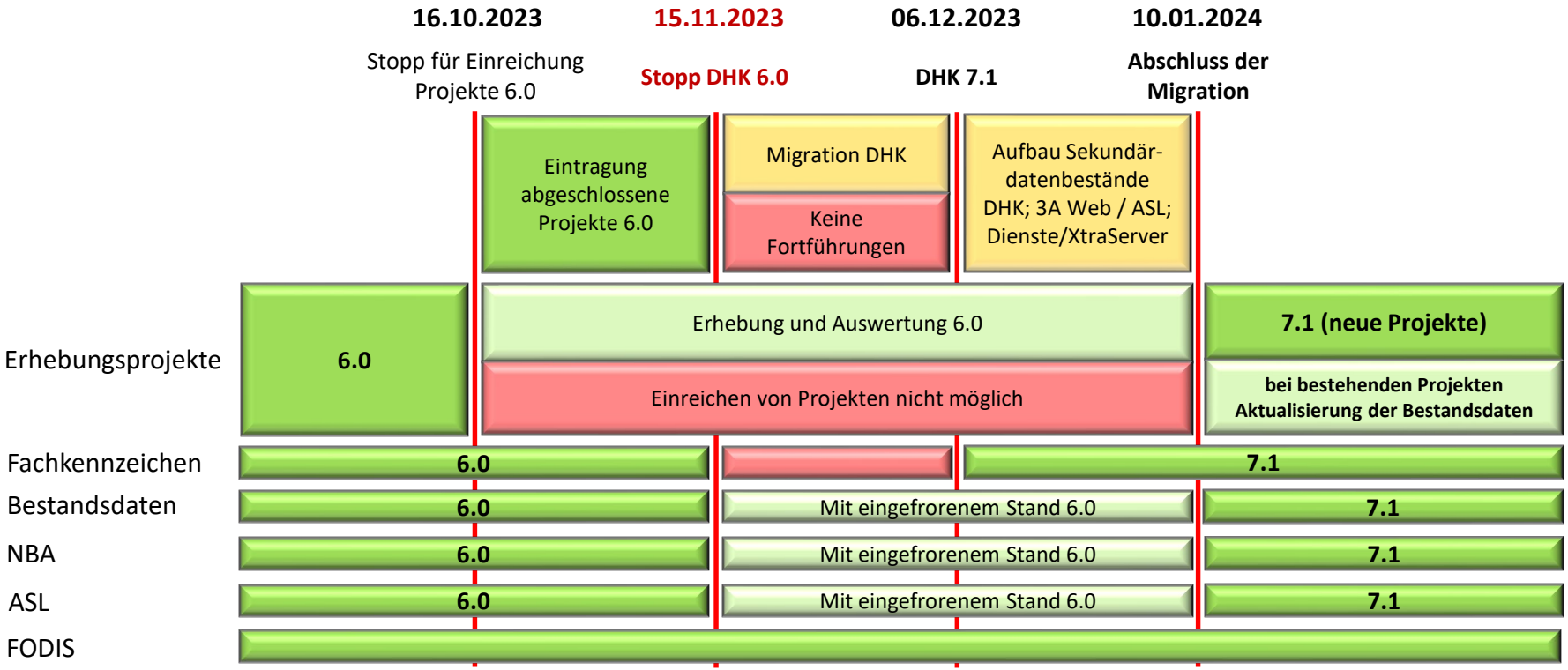Migrationsplan