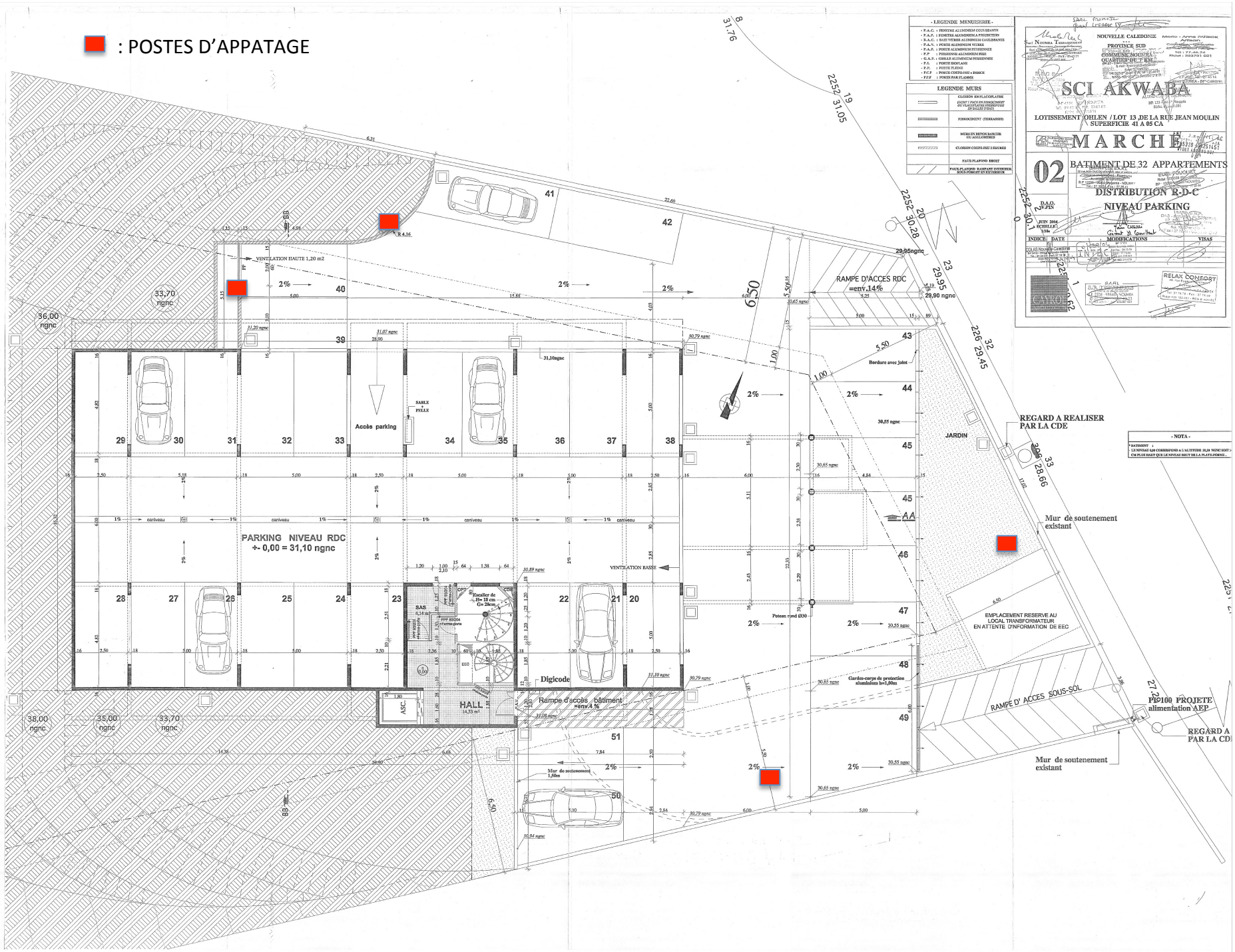: POSTES D'APPATAGE