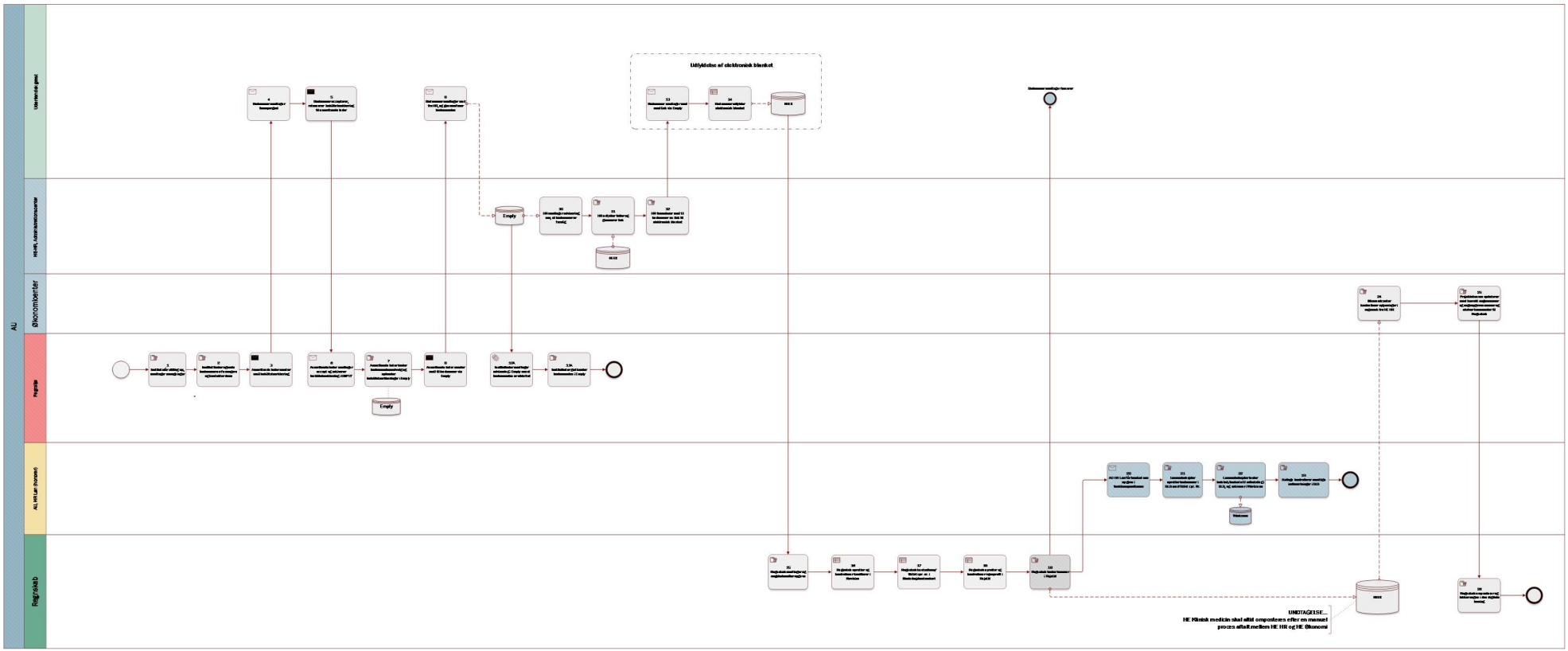HR Committee work udenlandsk bedømmer