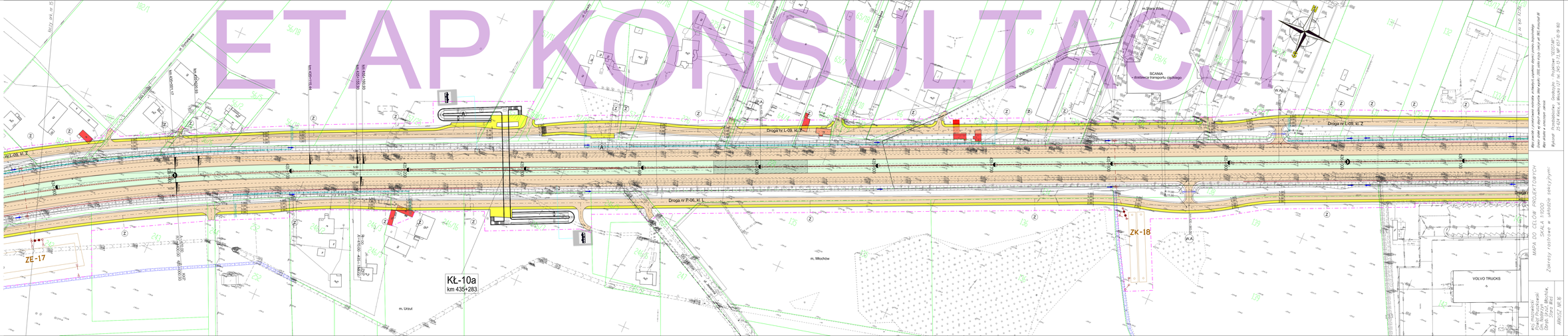ETAP KONSULTACJI