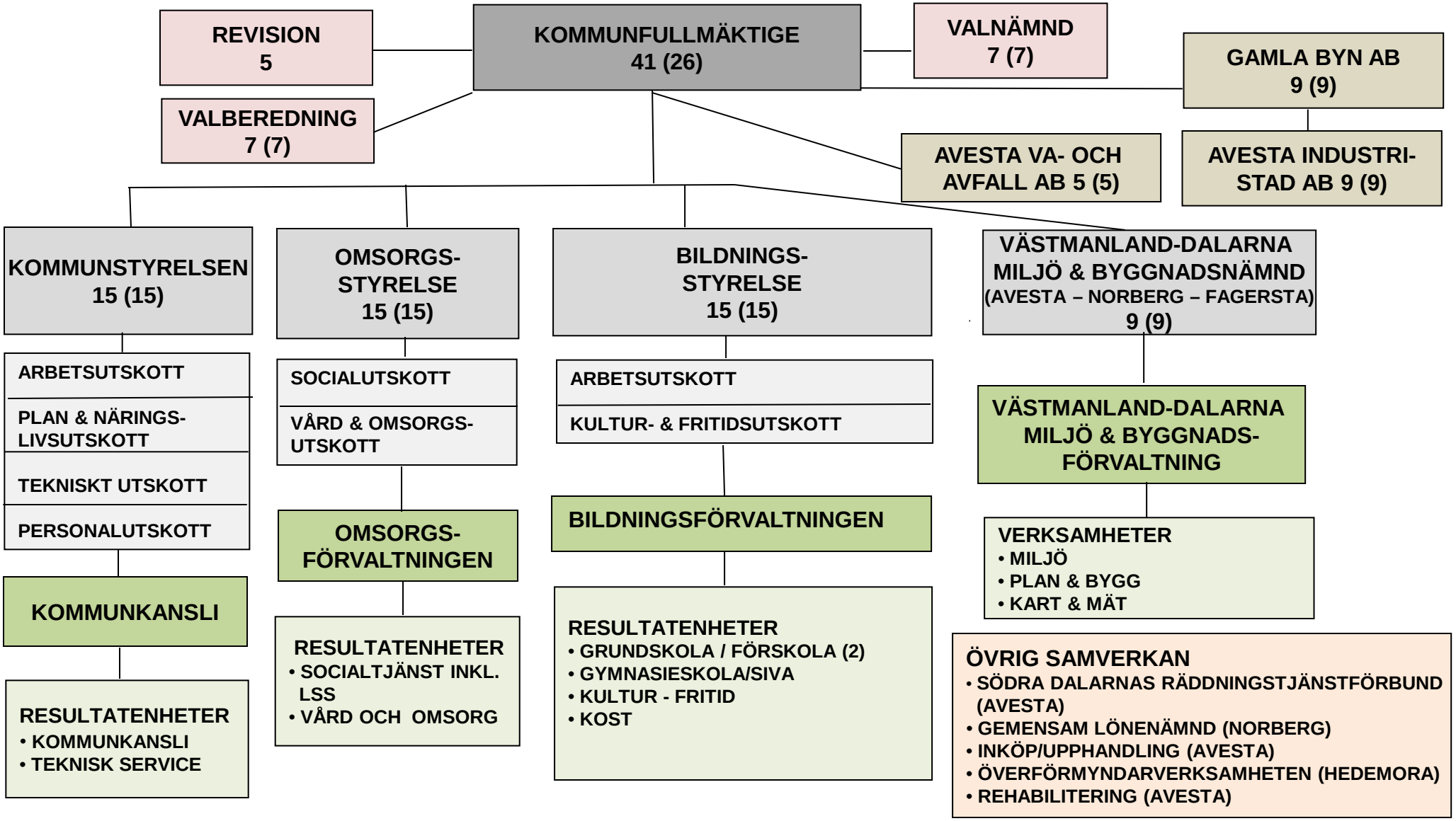AVESTA KOMMUNS ORGANISATION 2011