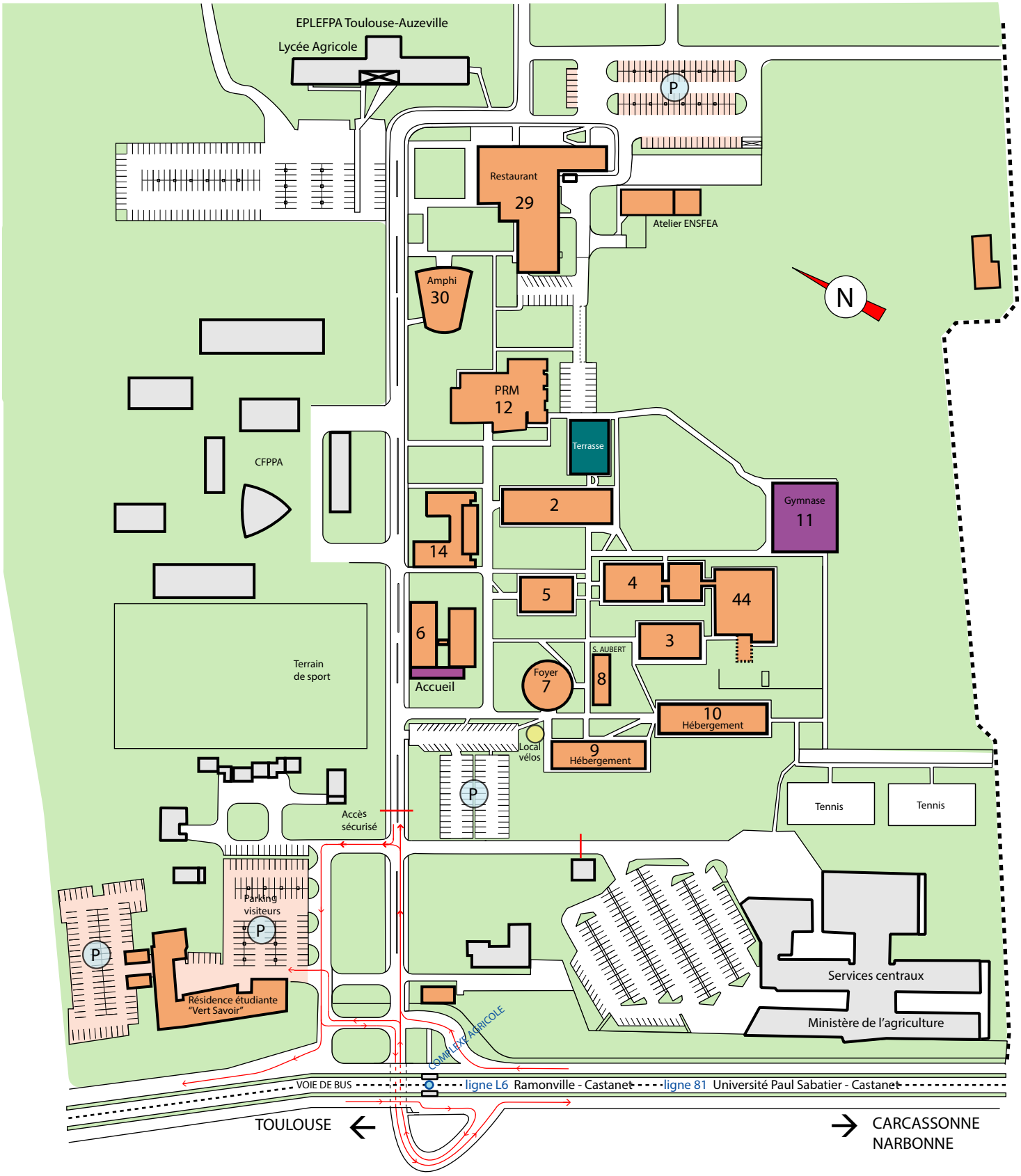PLAN DE L'ENSFEA