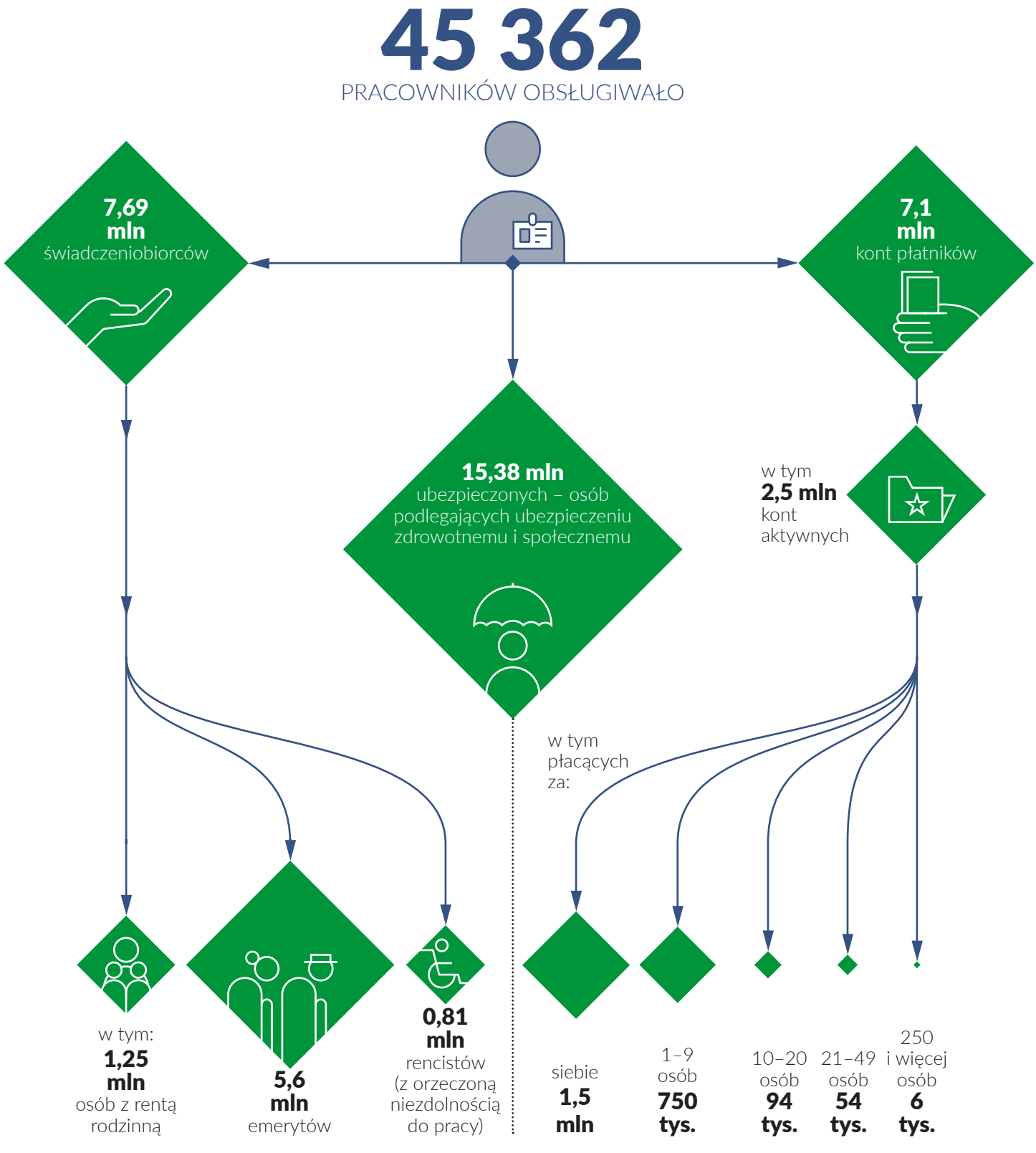Działania ZUS