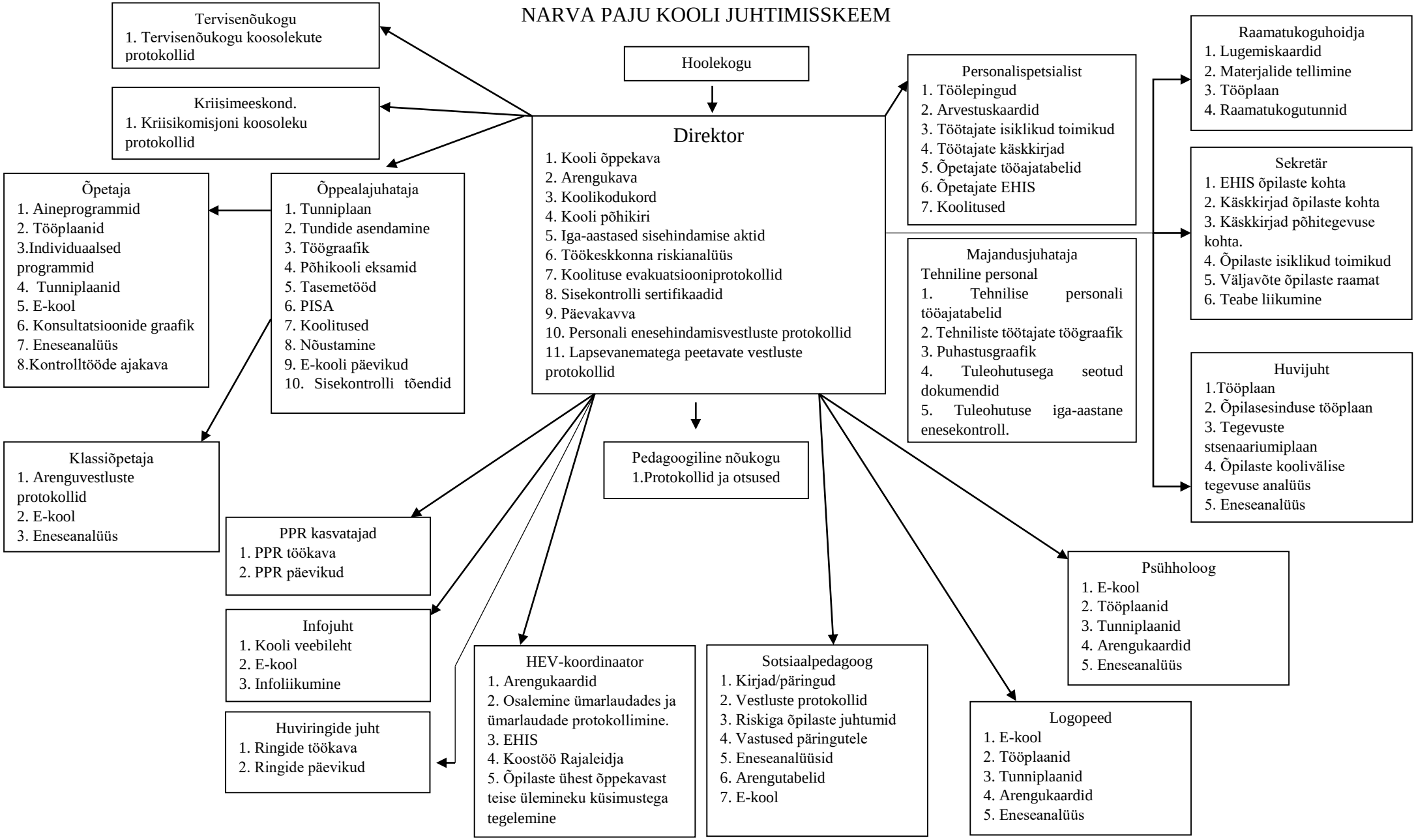NARVA PAJU KOOLI JUHTIMISSKEEM