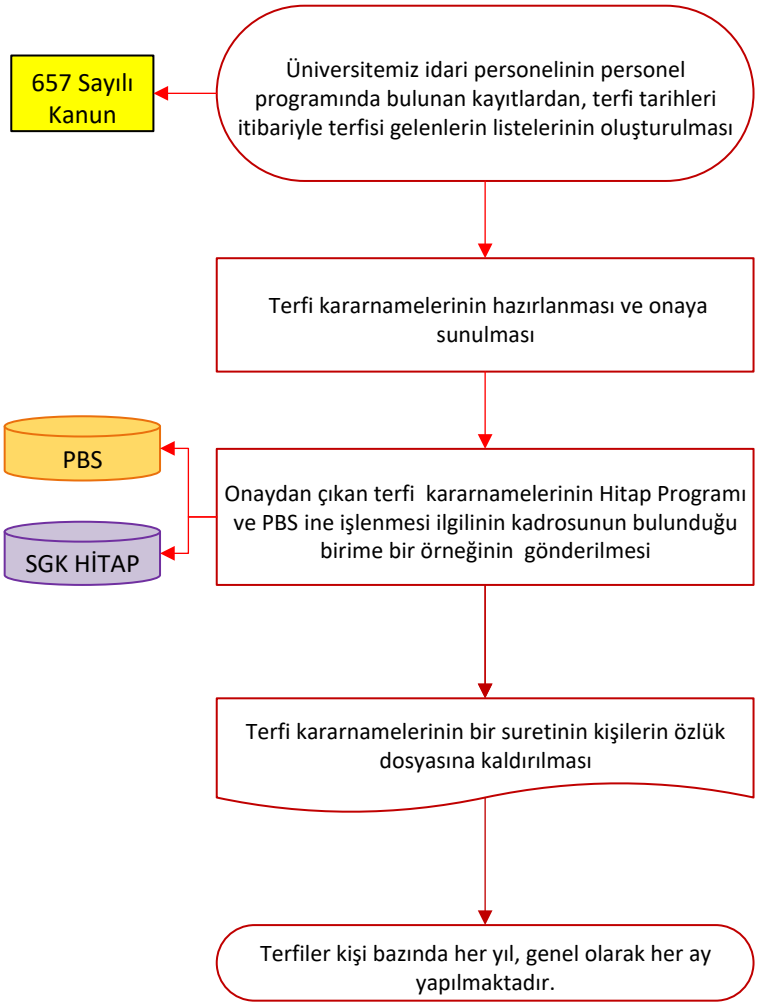TERFİ İŞLEMLERİ