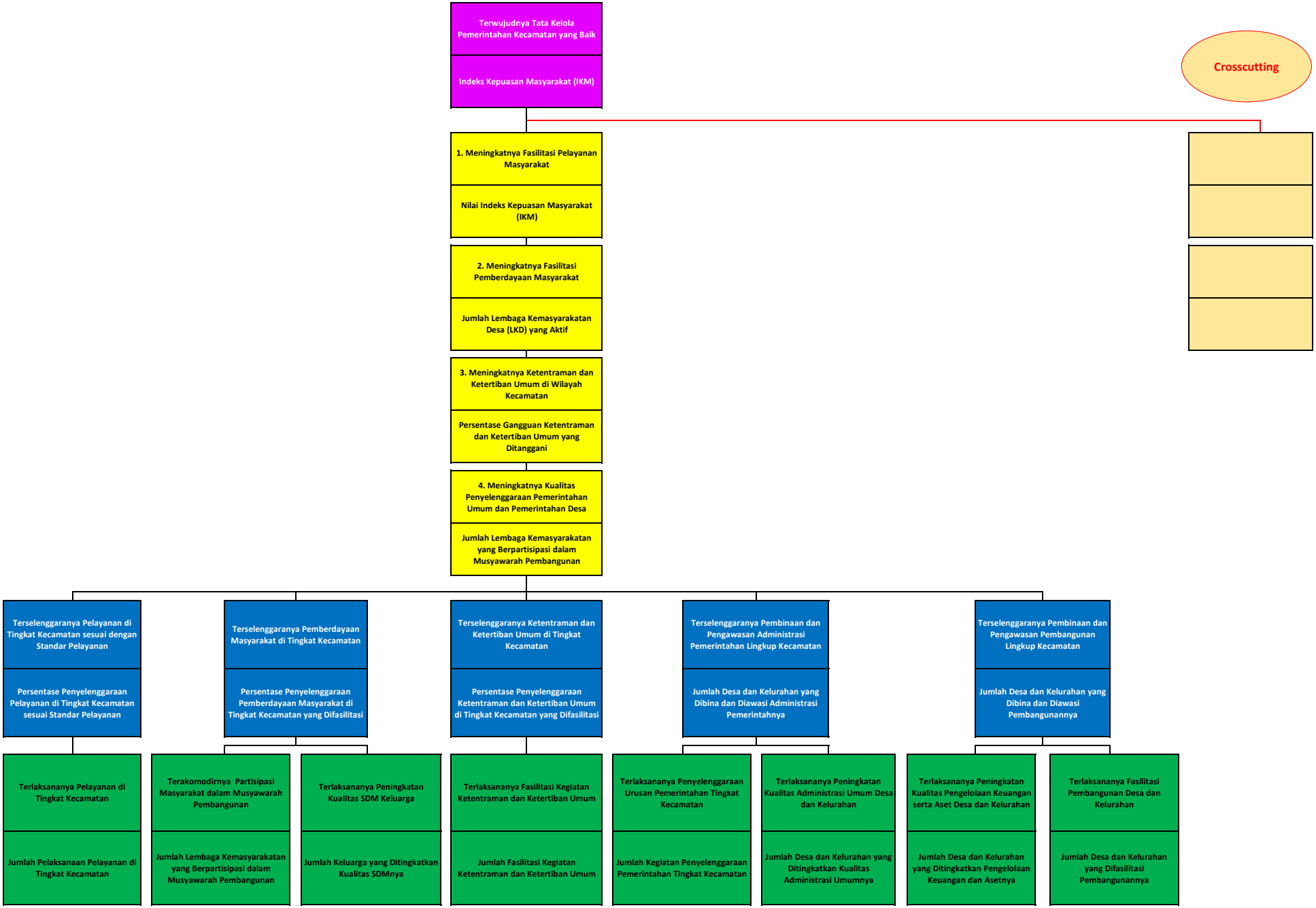POHON KINERJA KECAMATAN