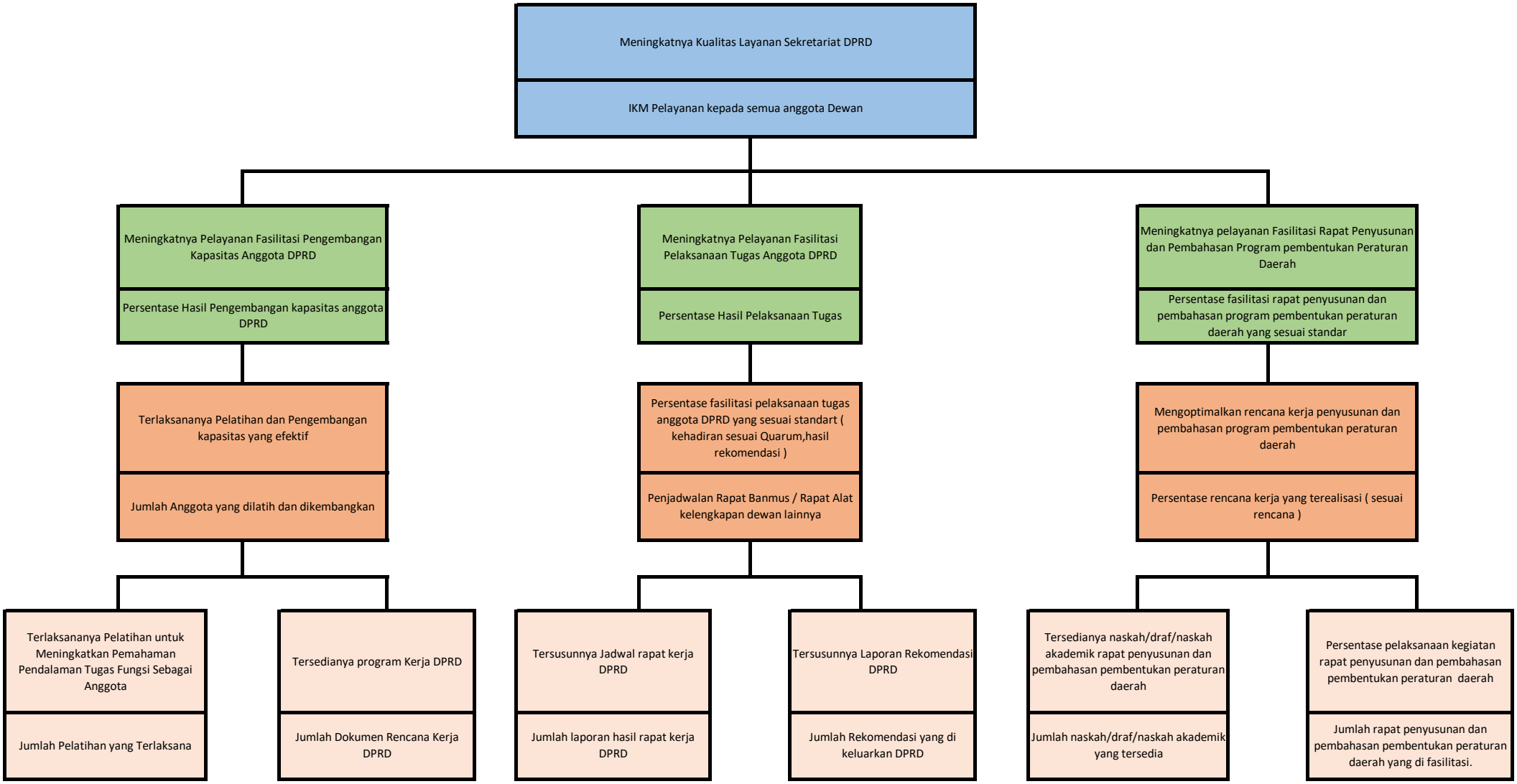POHON KINERJA SEKRETARIAT DPRD