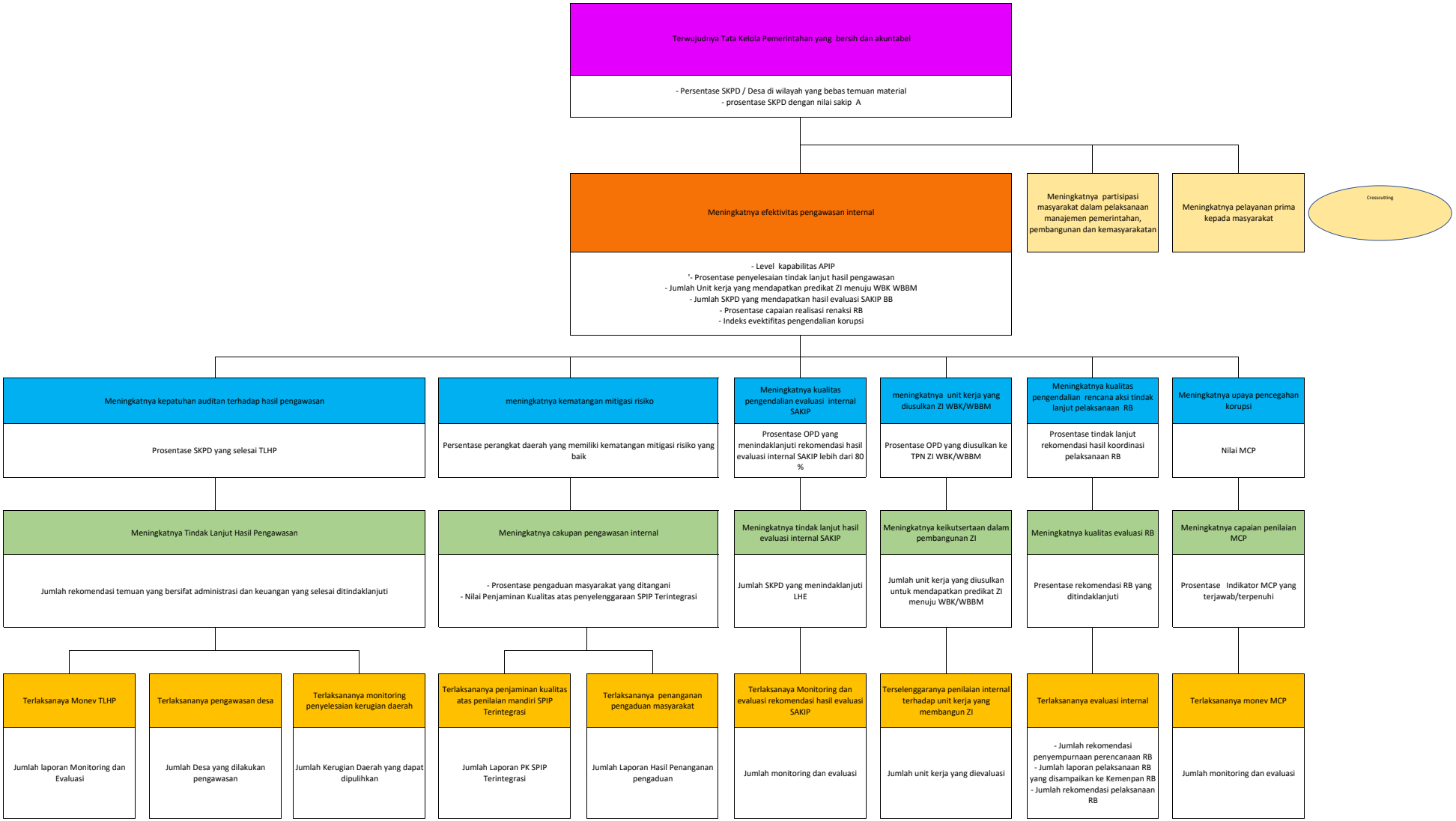POHON KINERJA INSPEKTORAT