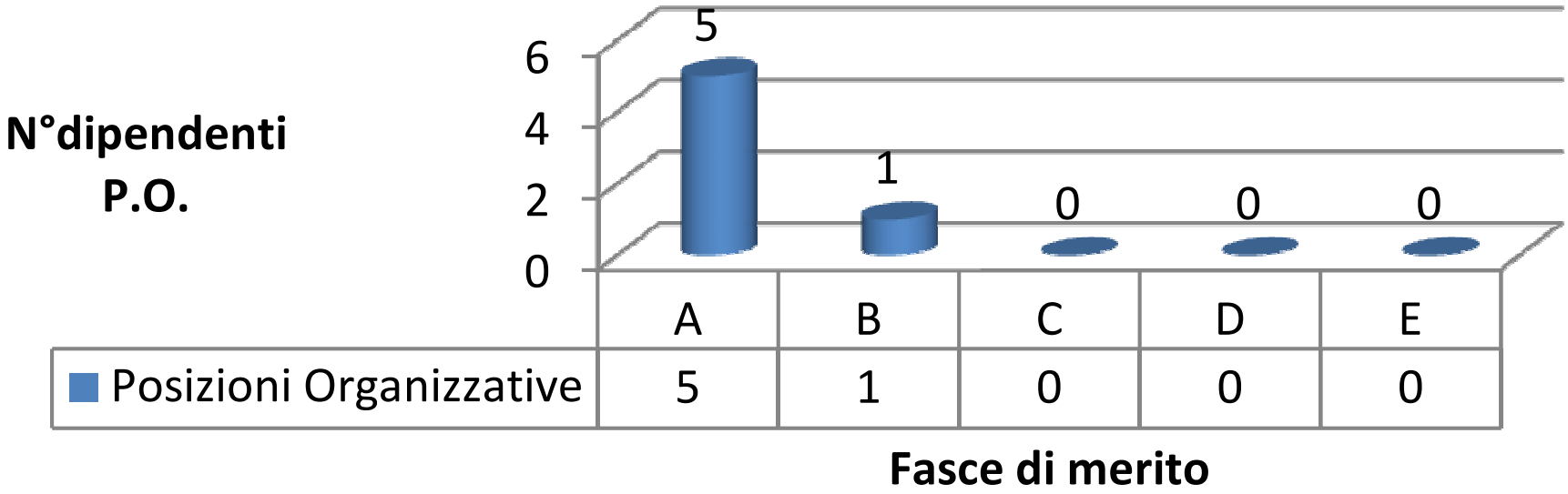VALUTAZIONE DELLE POSIZIONI ORGANIZZATIVE ANNO 2011