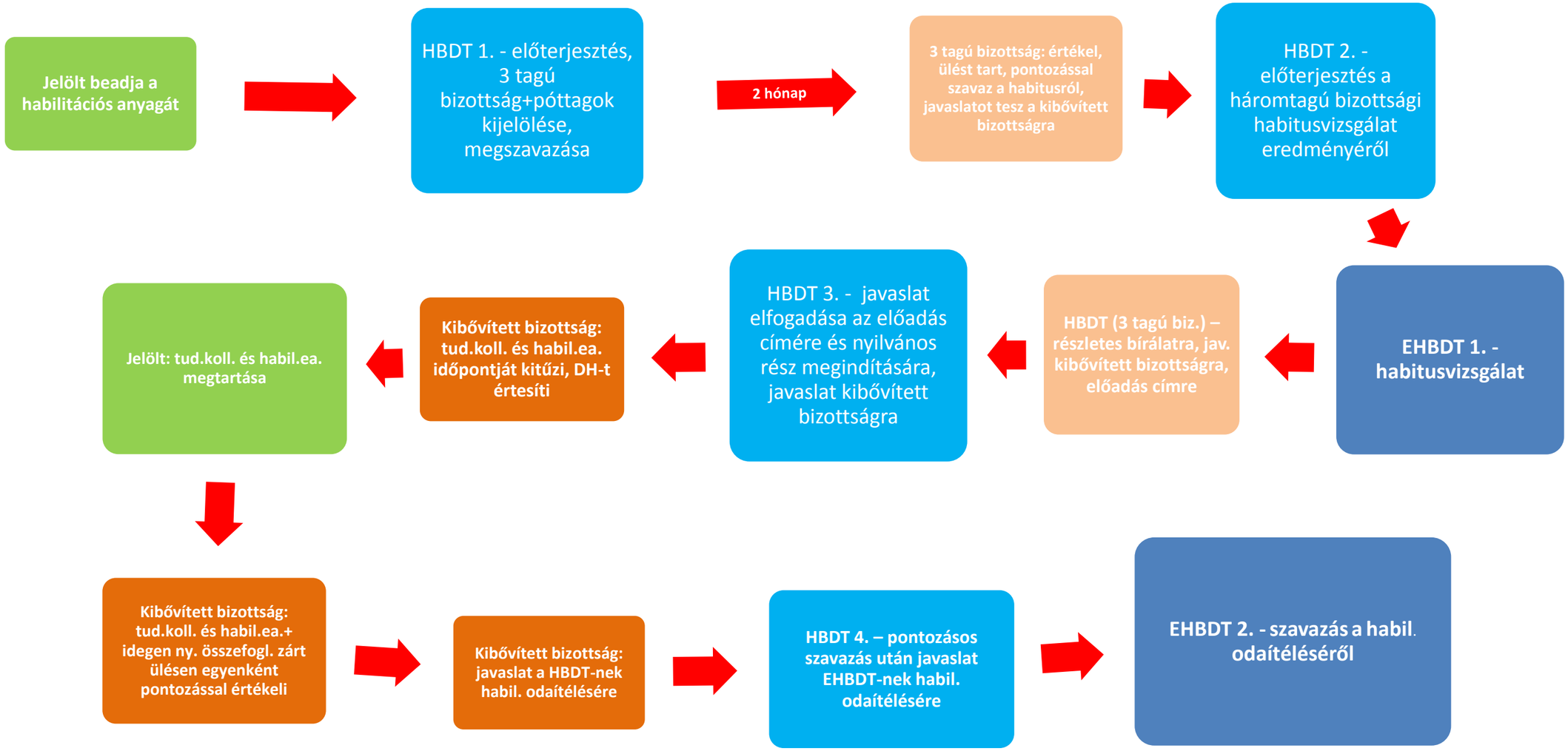A HABILITÁCIÓS ELJÁRÁS FOLYAMATA