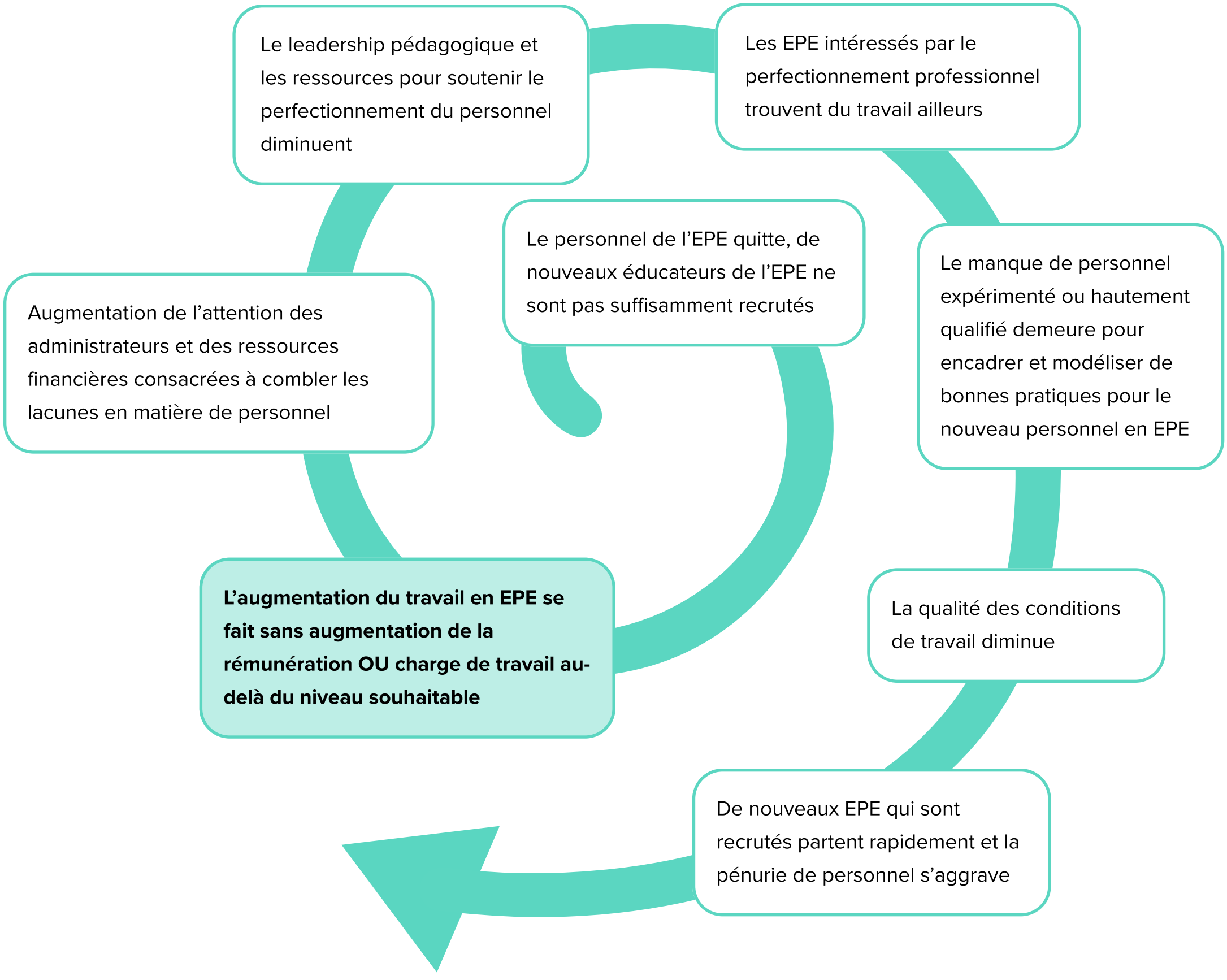Spirale descendante de la perte de personnel en EPE