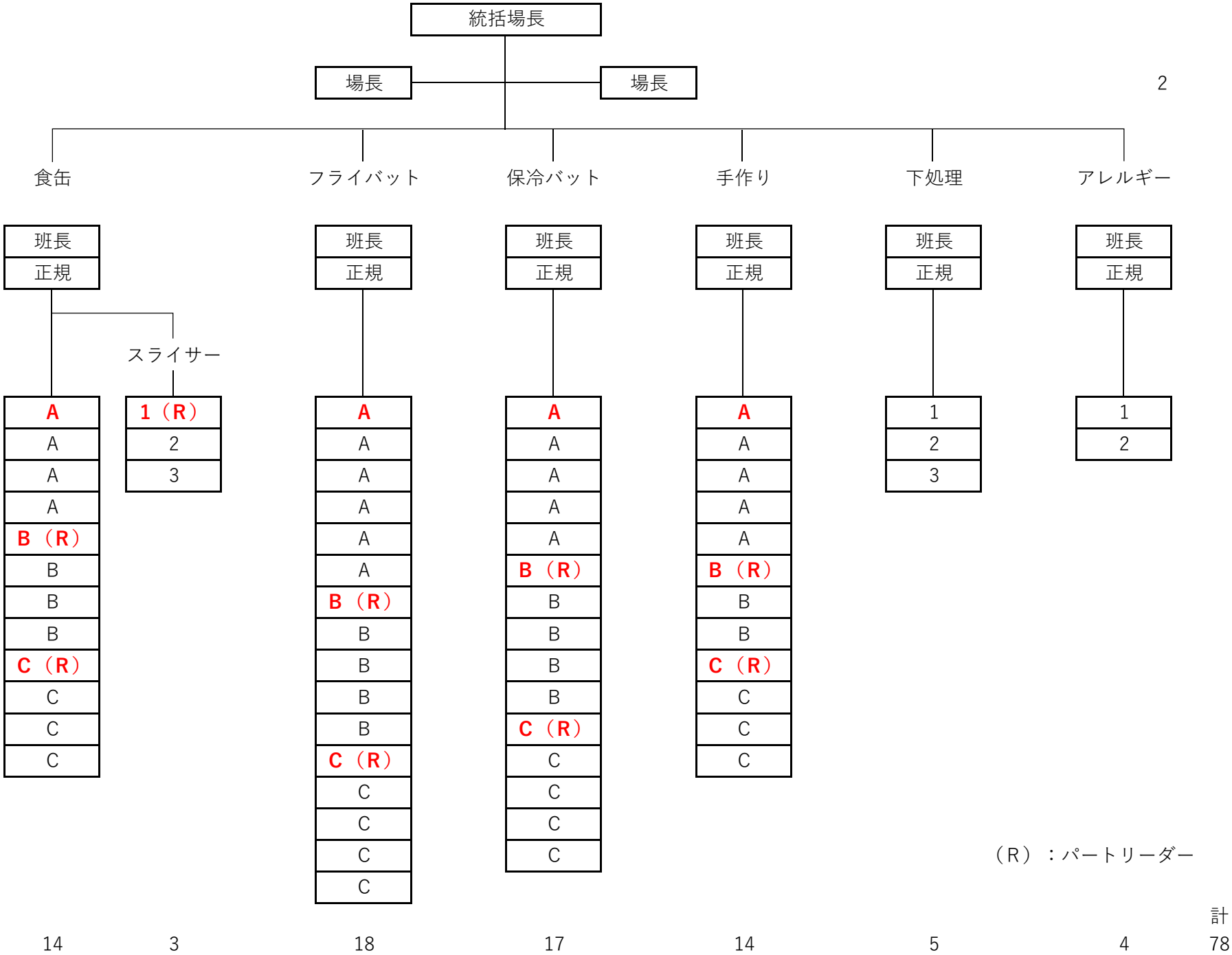参考資料18　人員配置計画