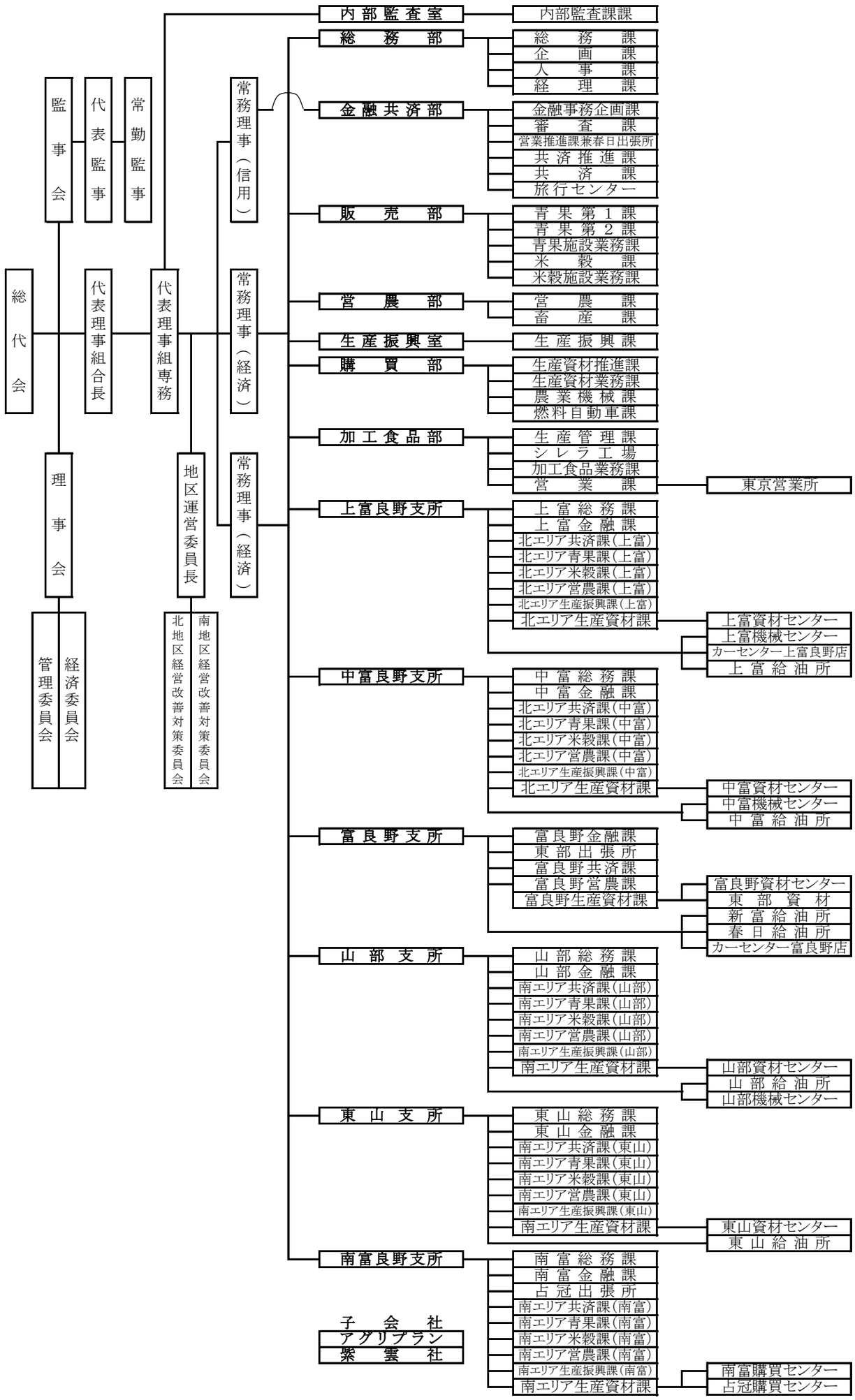組合の機構　平成31年3月