

# ANWENDER- URKUNDE

Frankenheim Personalberatung GmbH

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ANWENDER  
DER BAP/DGB-TARIFVERTRÄGE

BERLIN, NOVEMBER 2021

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A handwritten signature in blue ink, appearing to read 'S. Lazay', with a long vertical line extending downwards from the end of the signature.

**Sebastian Lazay**  
Präsident