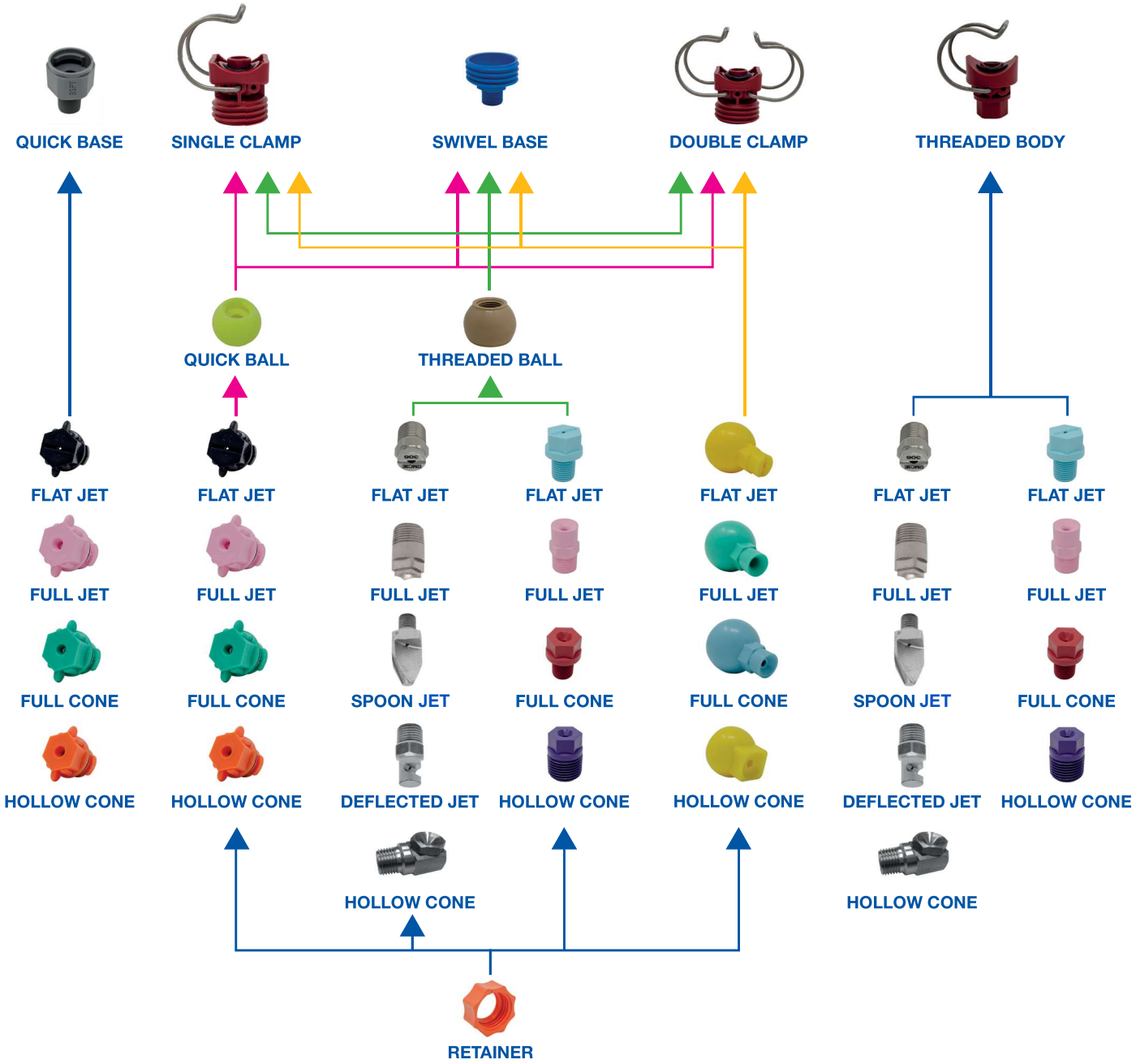ENGINEERING SOLUTIONS FOR PHOSPHATING PROCESSES