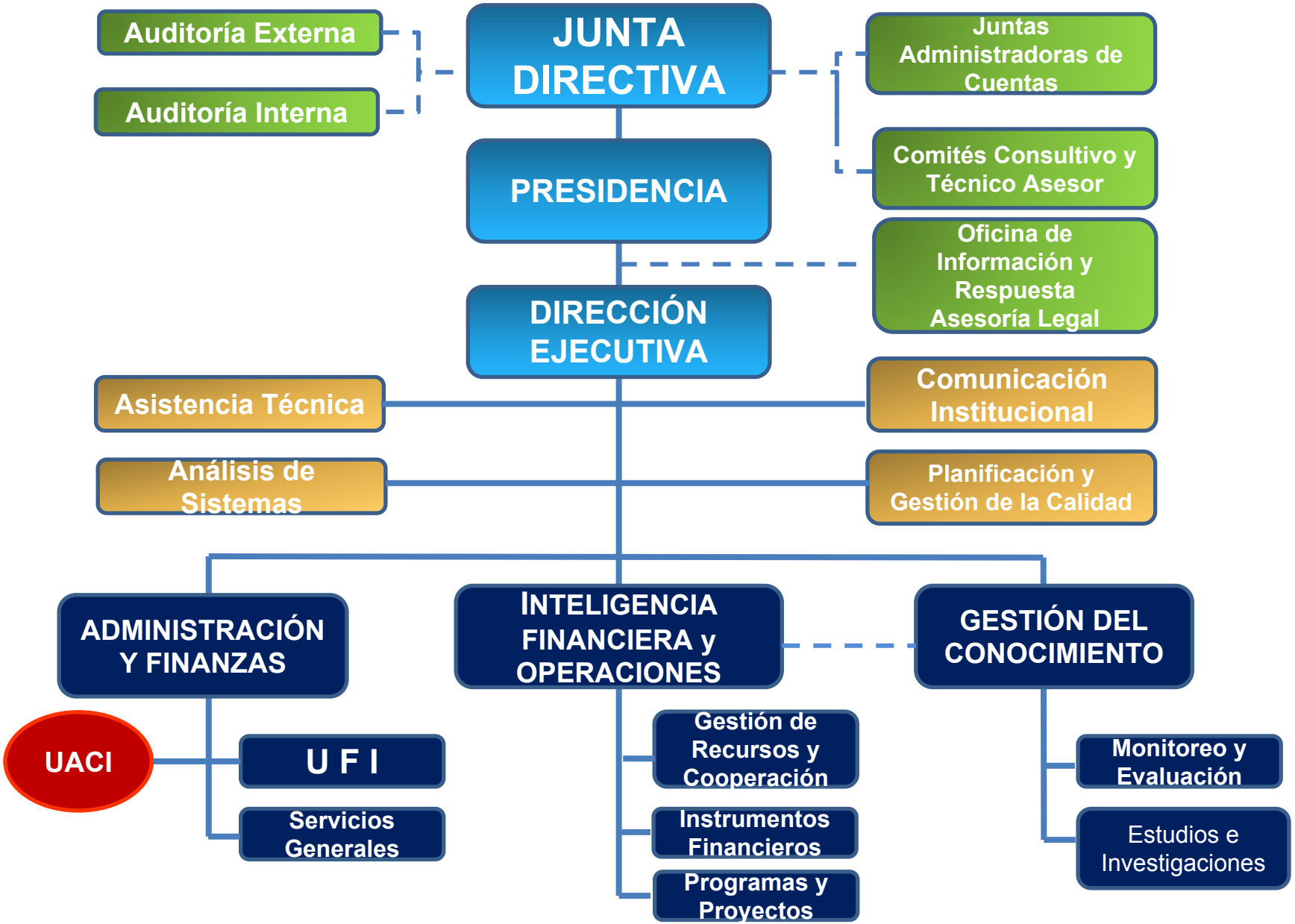ESTRUCTURA ORGANIZATIVA