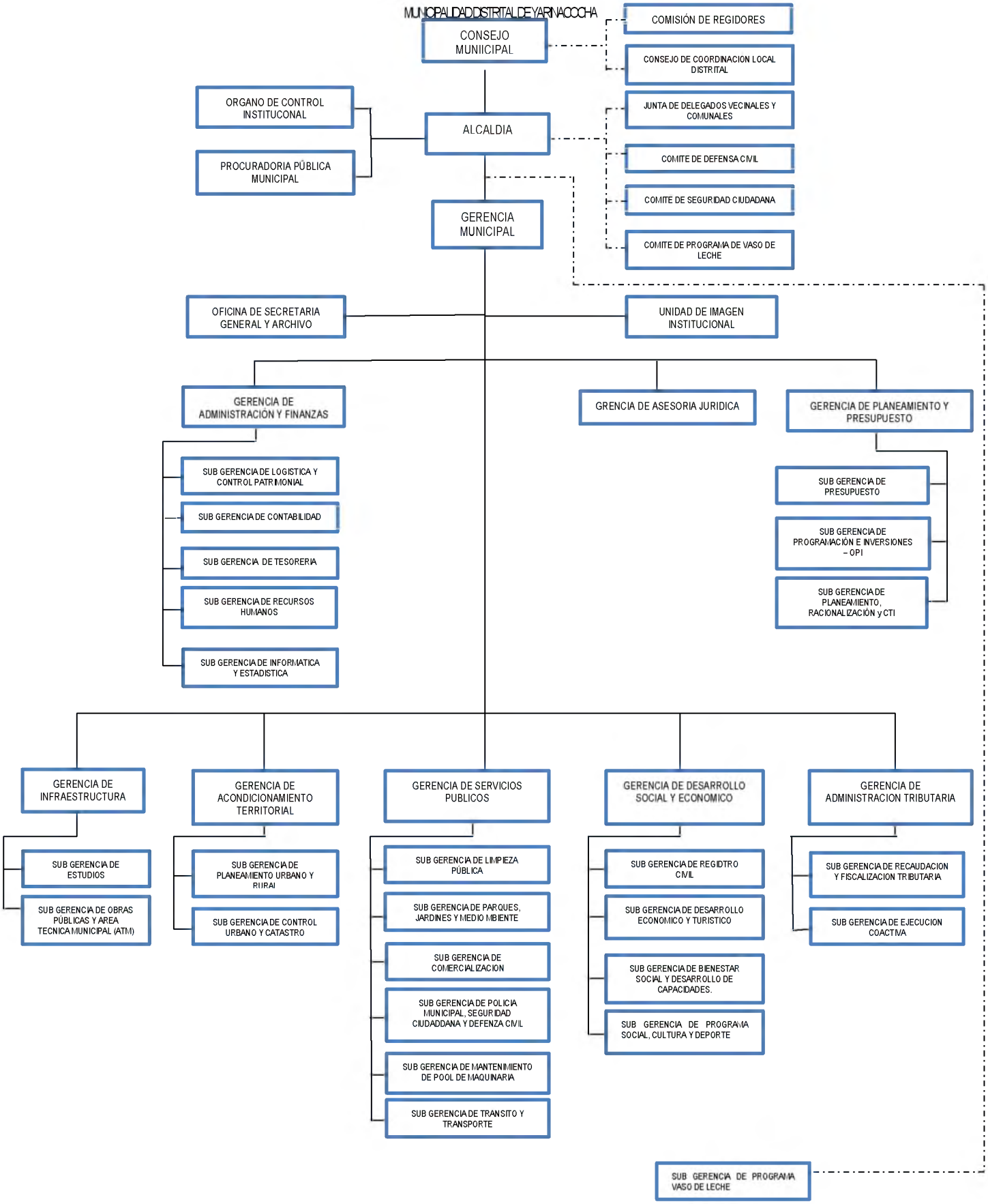ESTRUCTURA ORGÁNICA