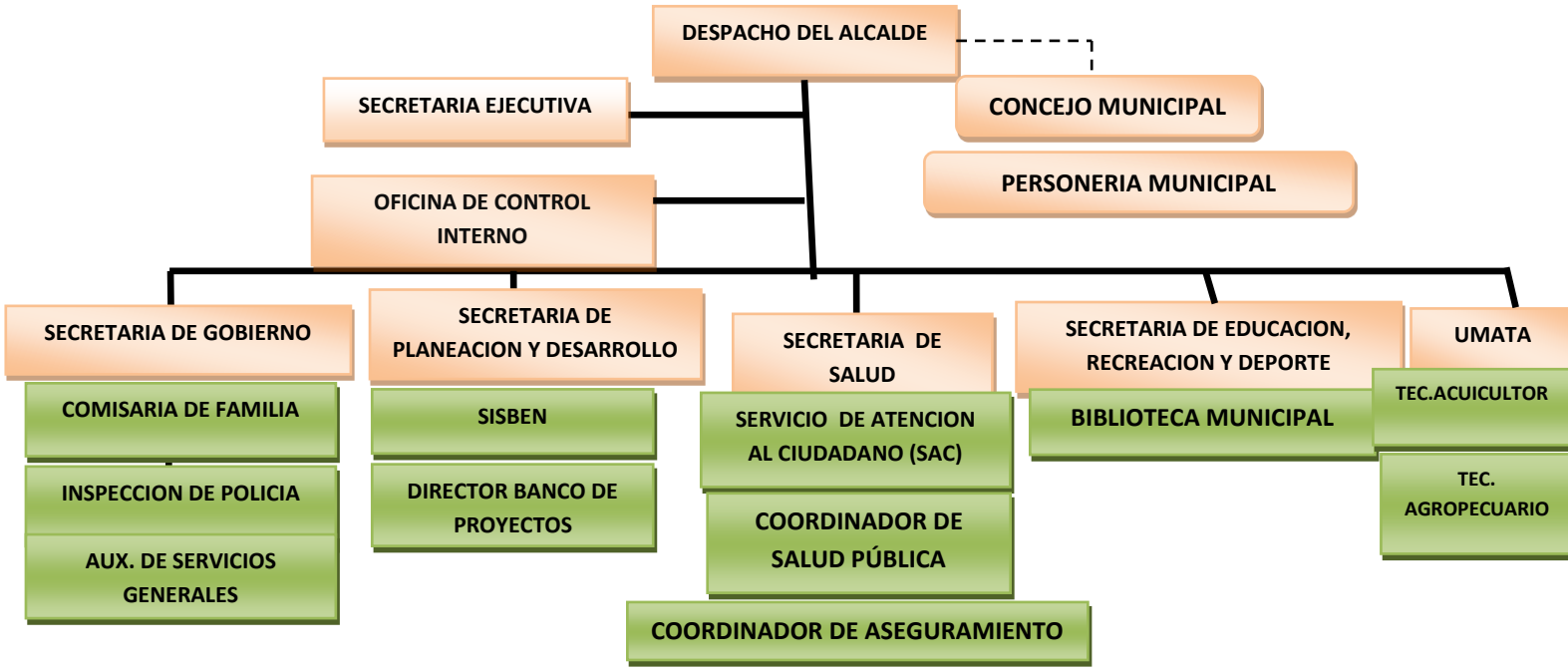.3 Estructura Organizacional