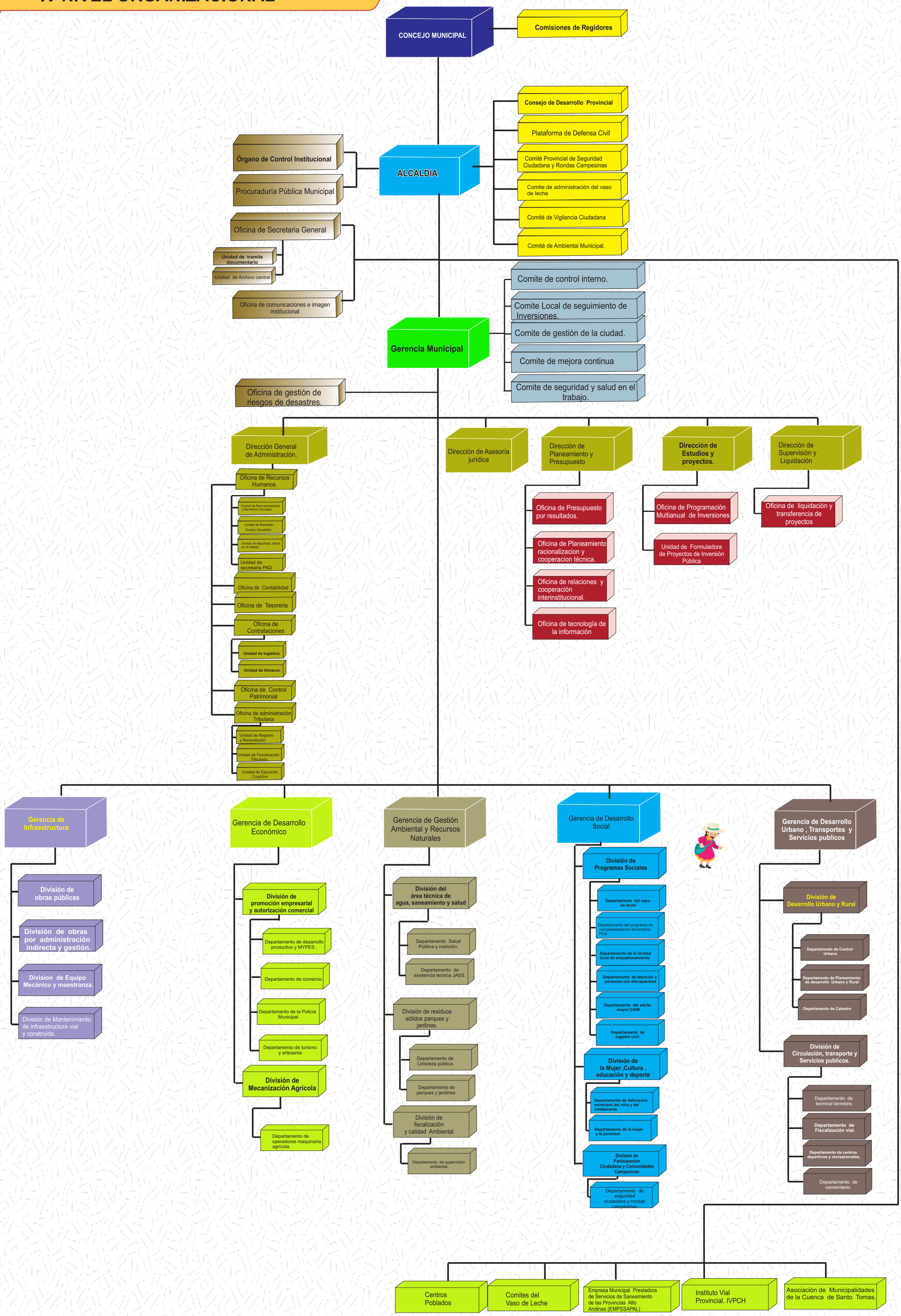IV NIVEL ORGANIZACIONAL