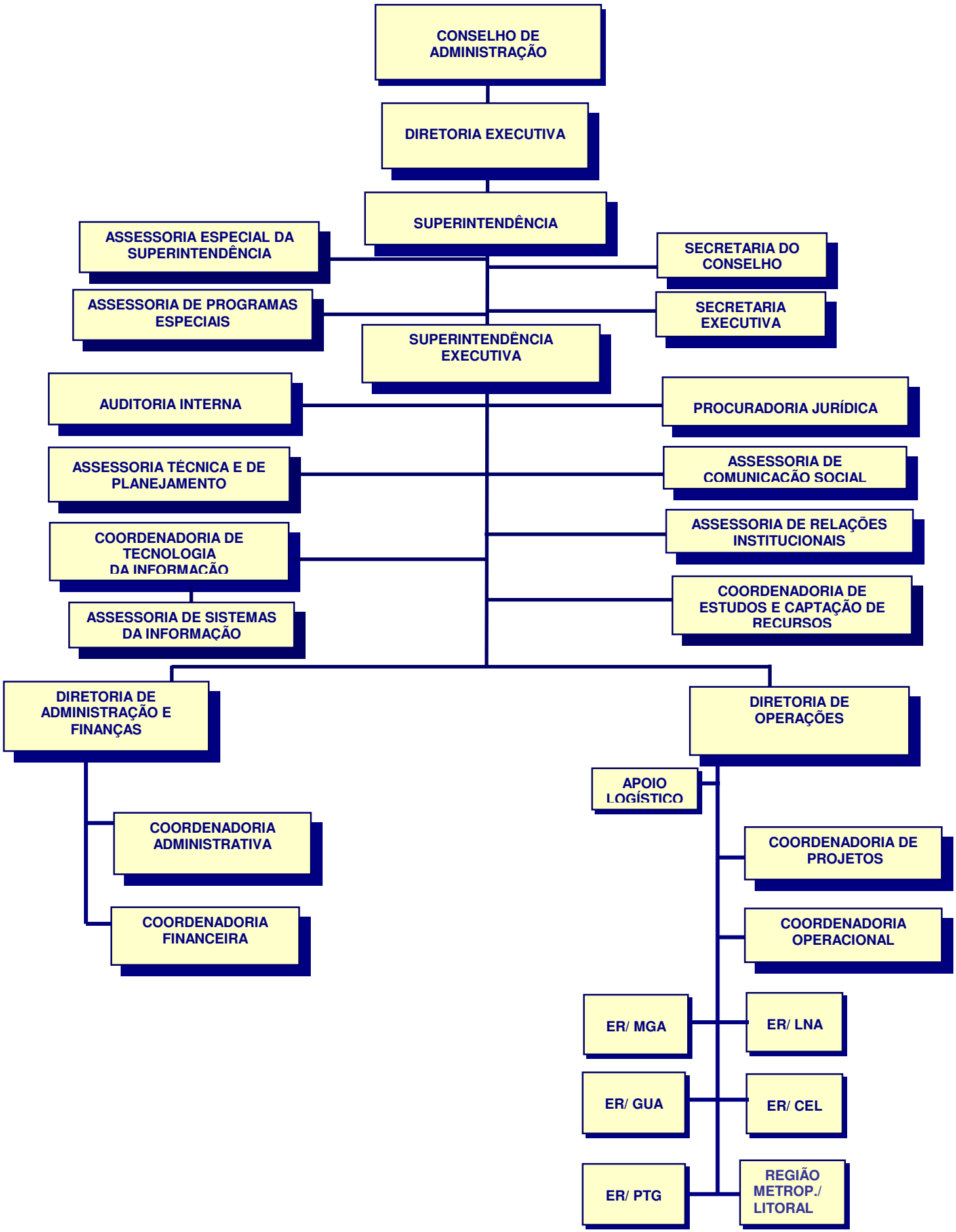ESTRUTURA ORGANIZACIONAL