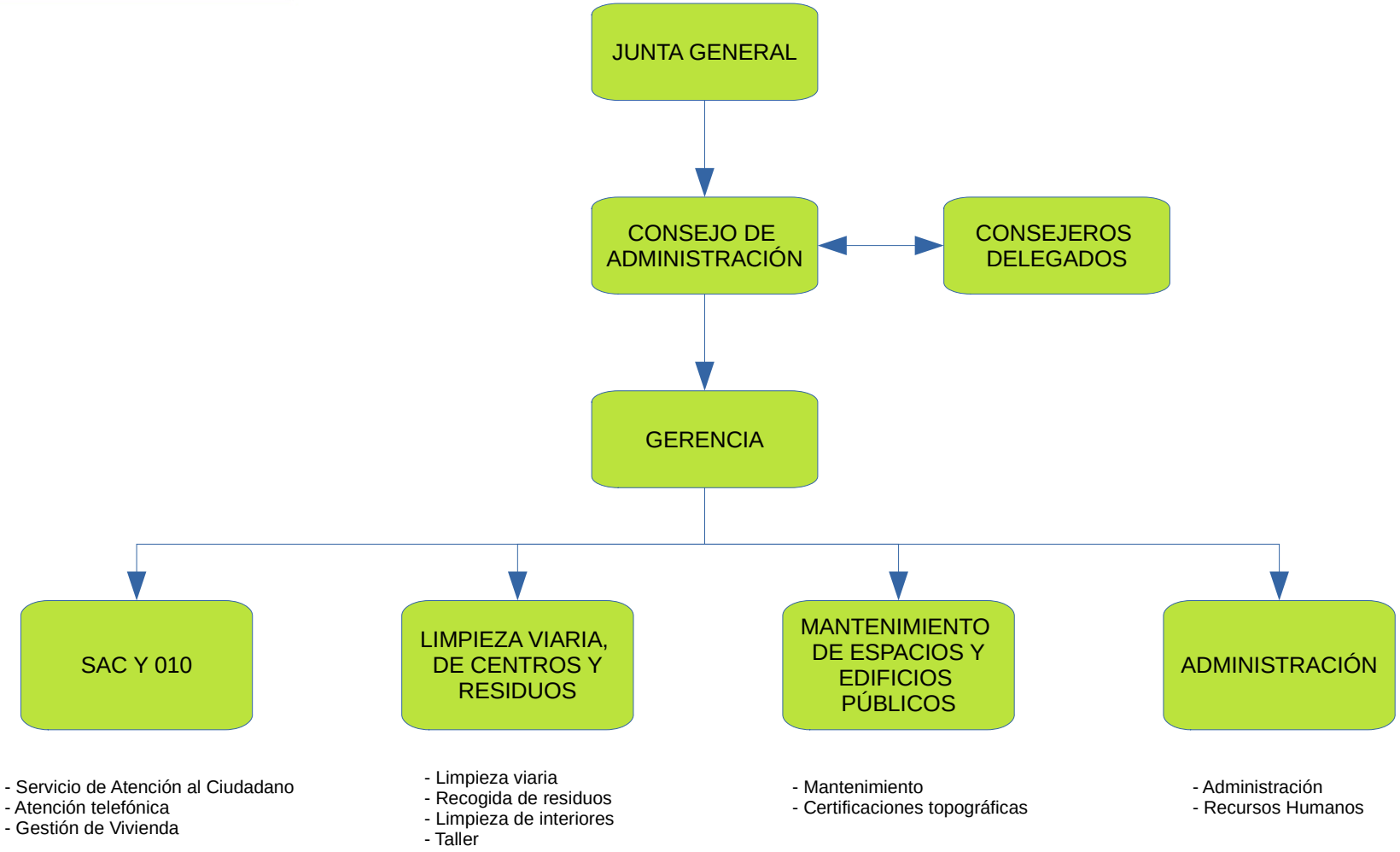ORGANIGRAMA DE FUNCIONAMIENTO