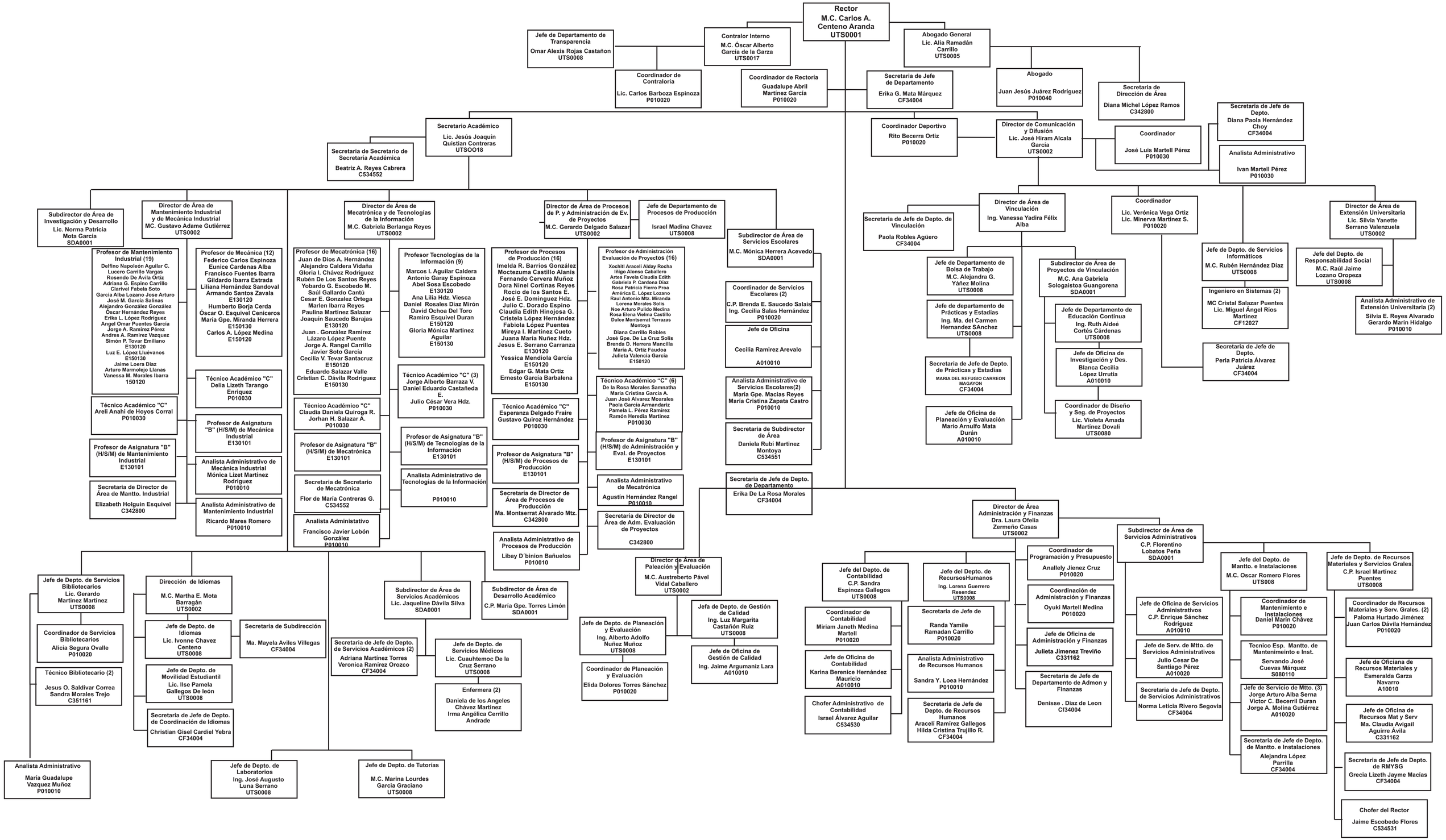ESTRUCTURA ORGANIZACIONAL 2026