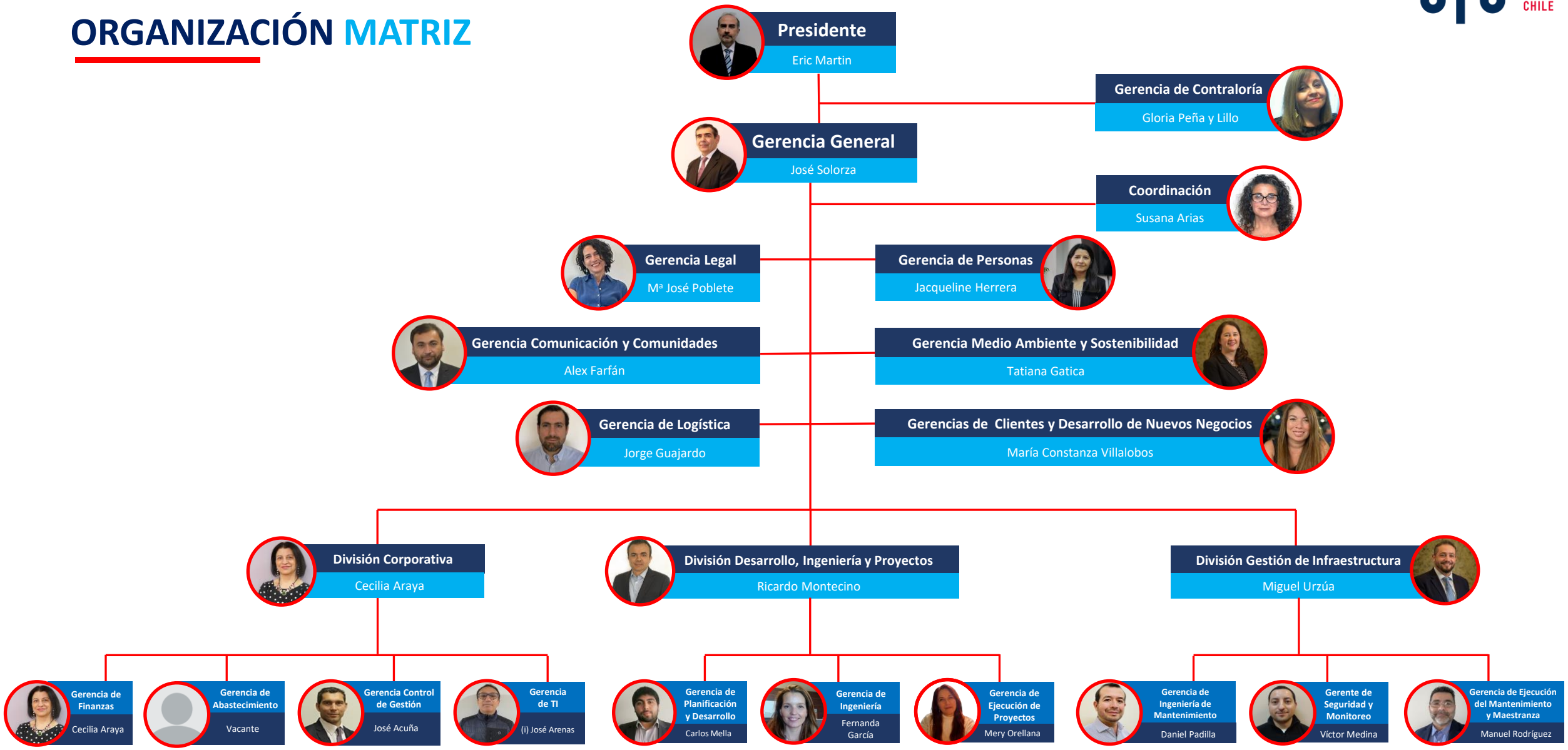ORGANIZACIÓN MATRIZ