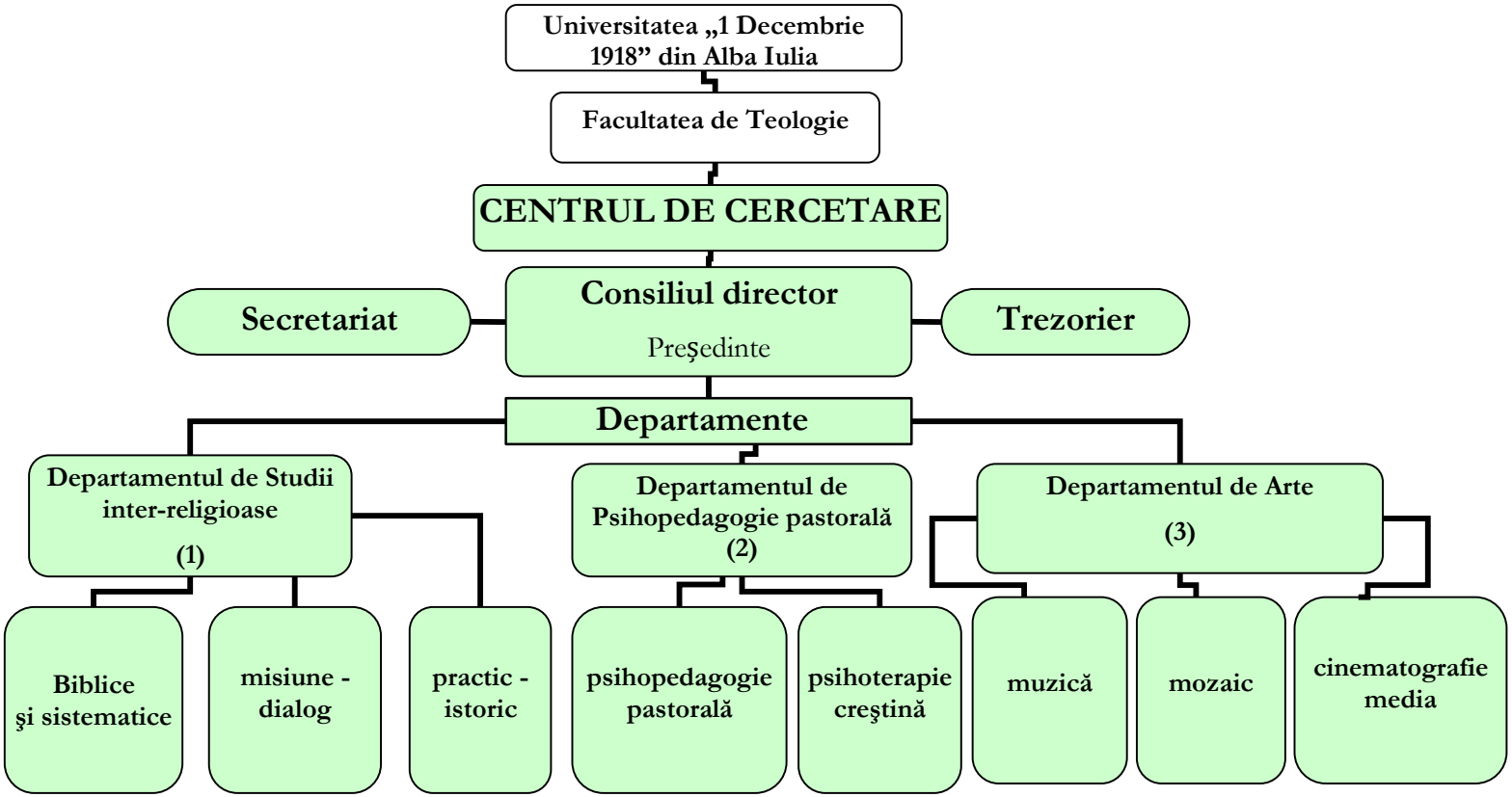Anexa 1 - organigrama