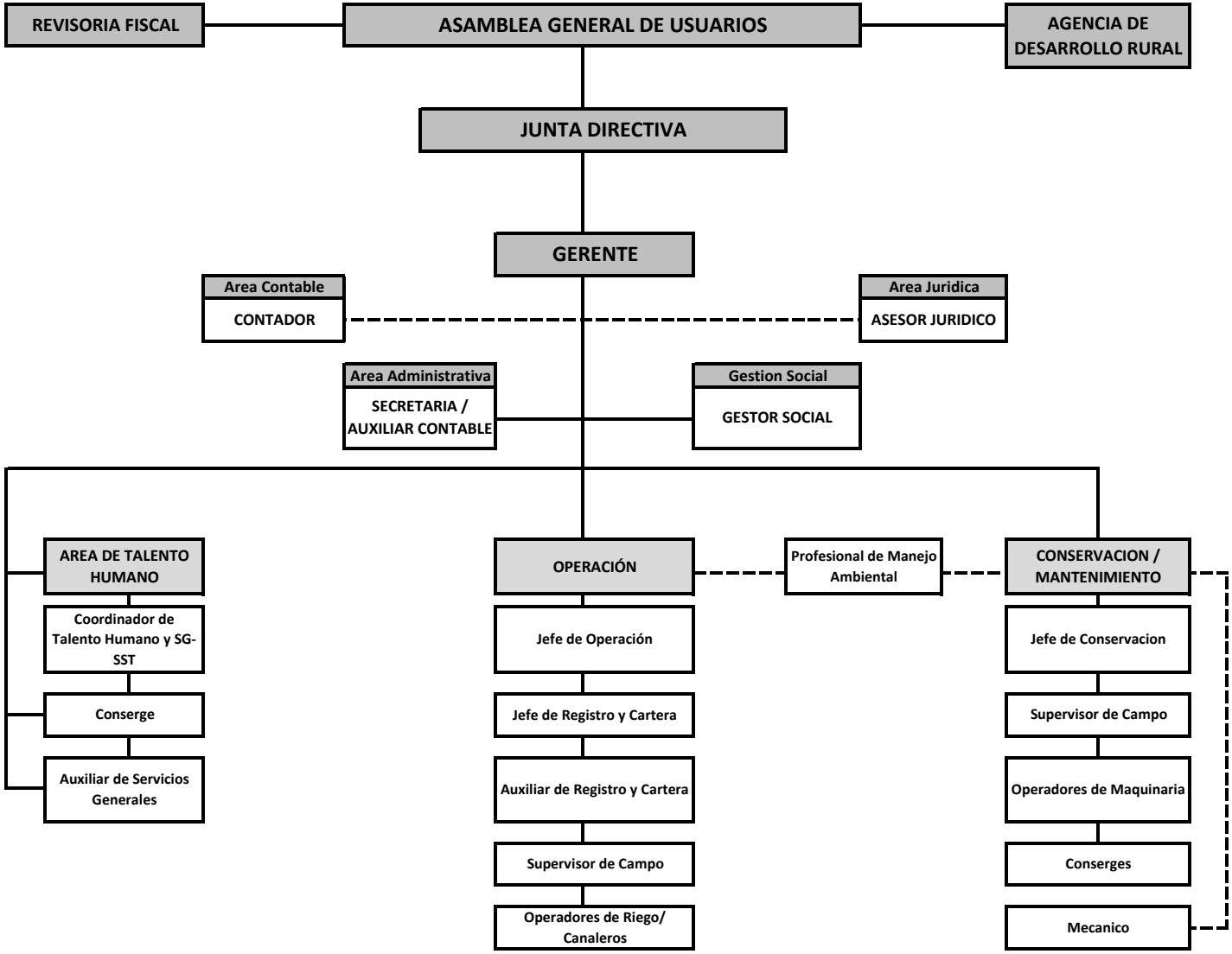3.2 PROPUESTA ESTRUCTURA ORGANIZACIONAL