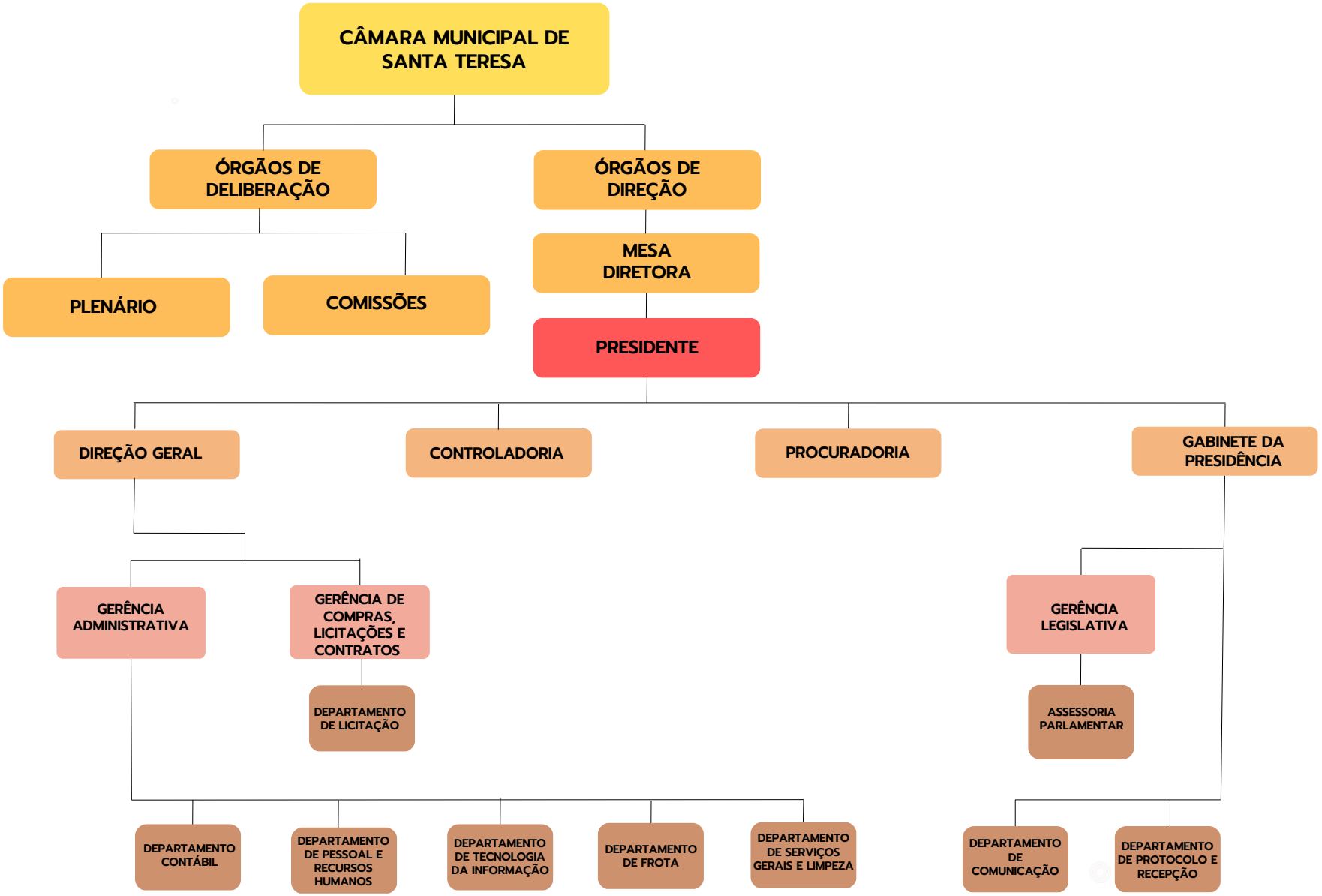Estrutura Organizacional e Competências