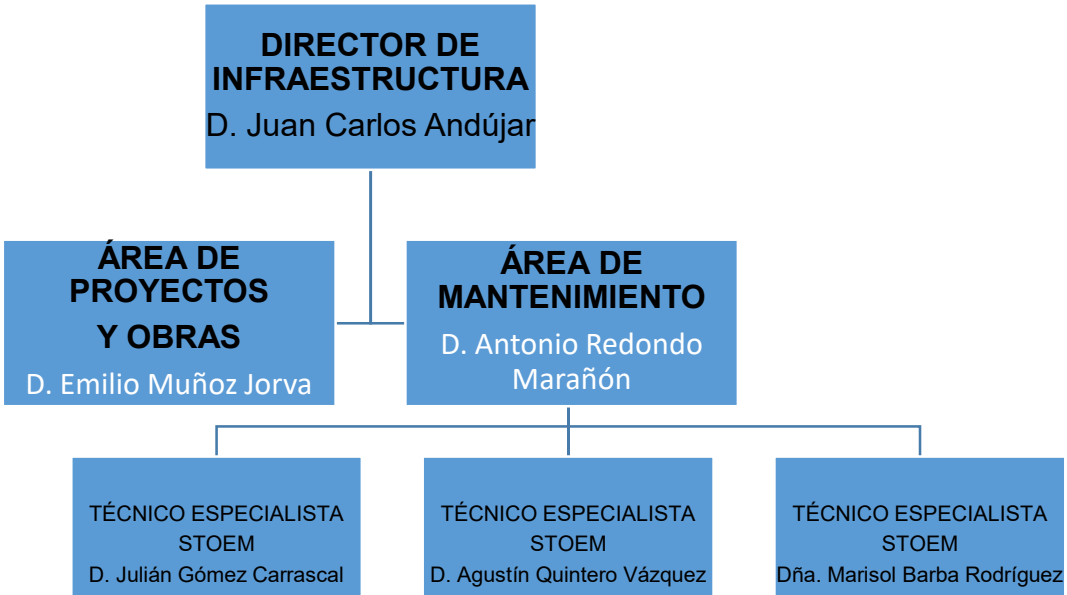Organización y cometidos