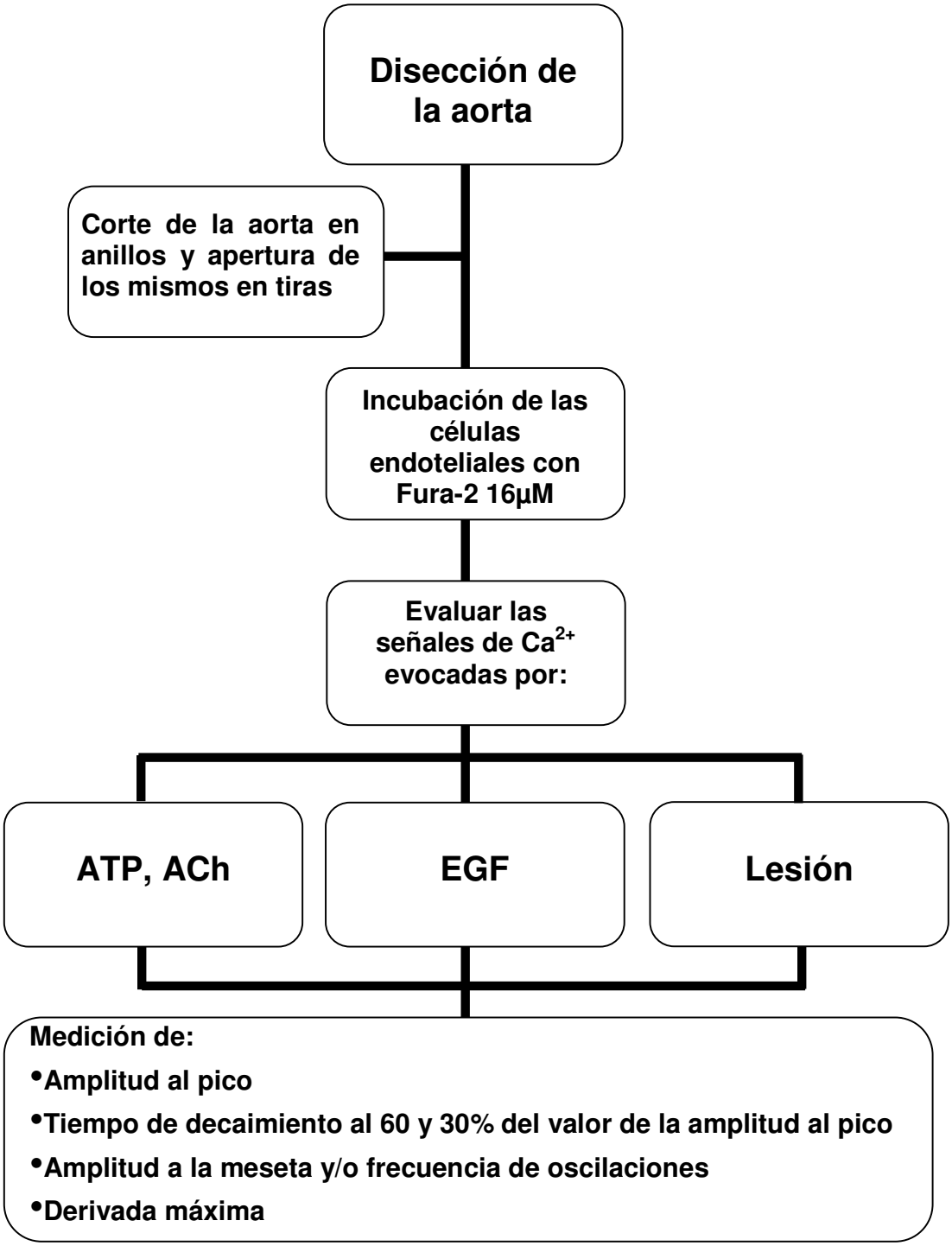# 10. ESQUEMA DE TRABAJO