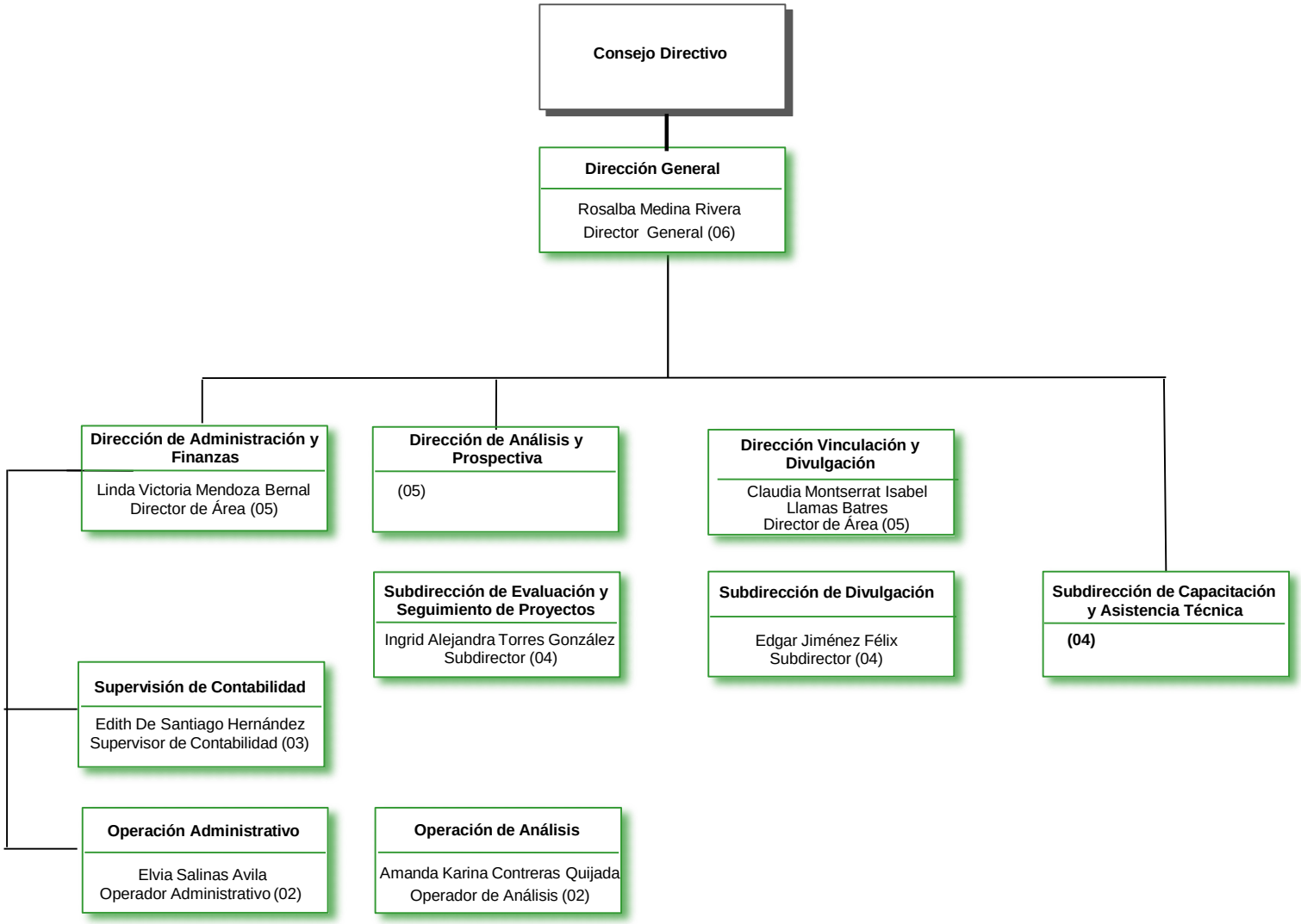Plantilla de personal vigente