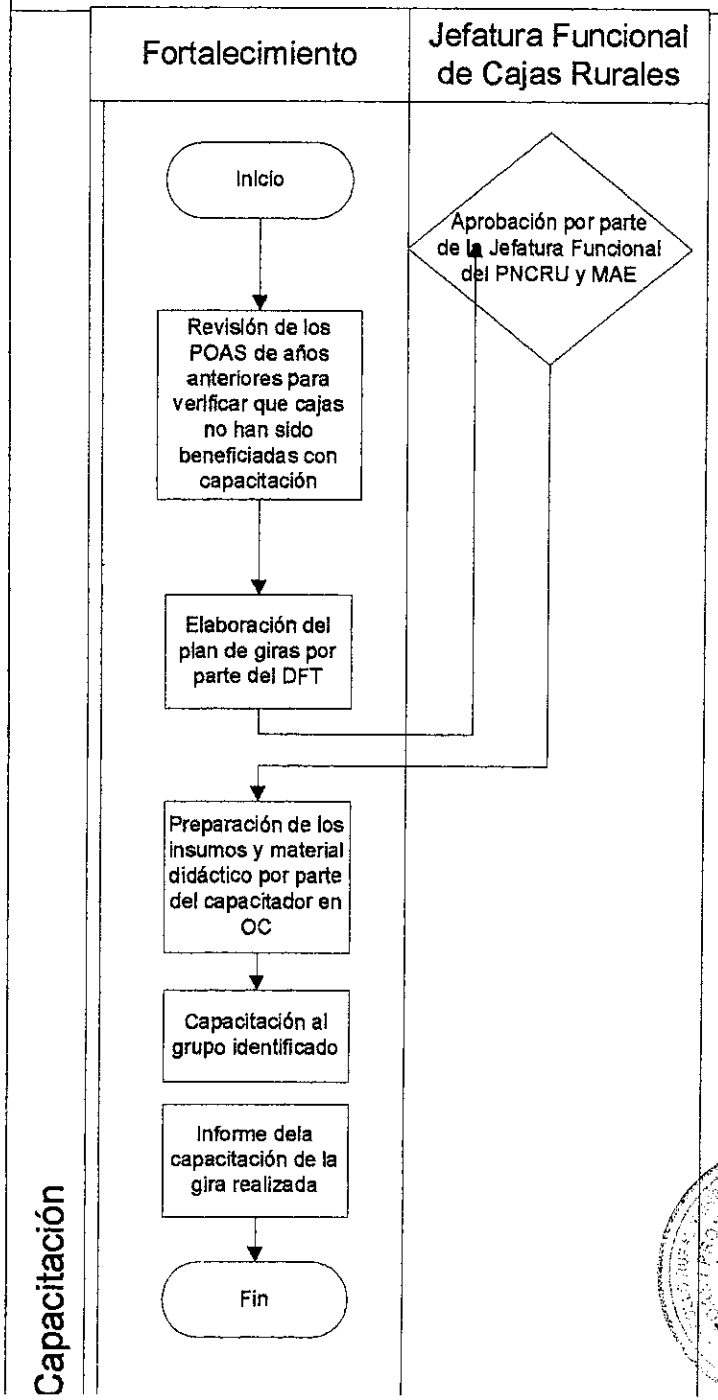Capacitación