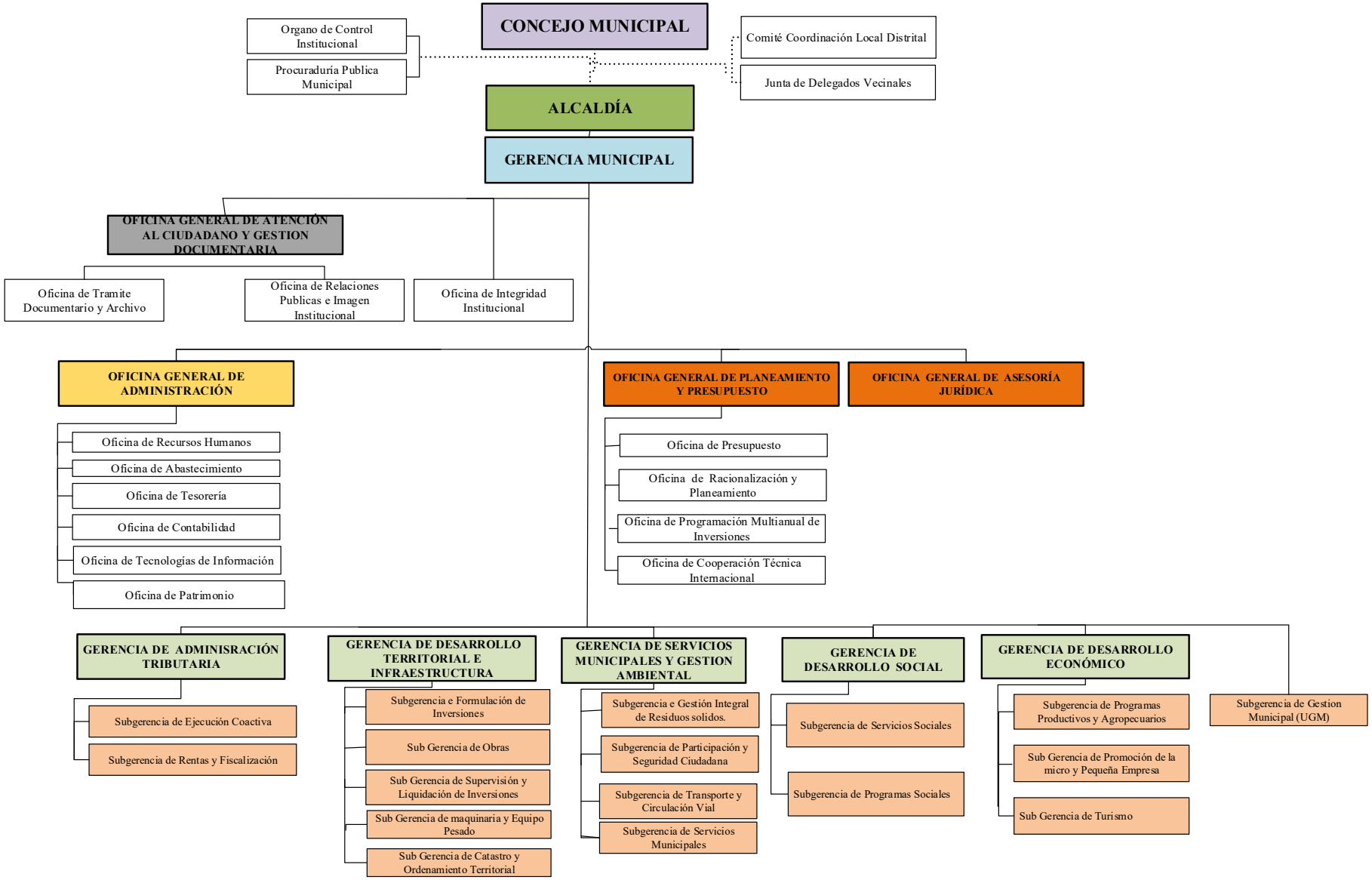REGLAMENTO DE ORGANIZACION Y FUNCIONES - ROF