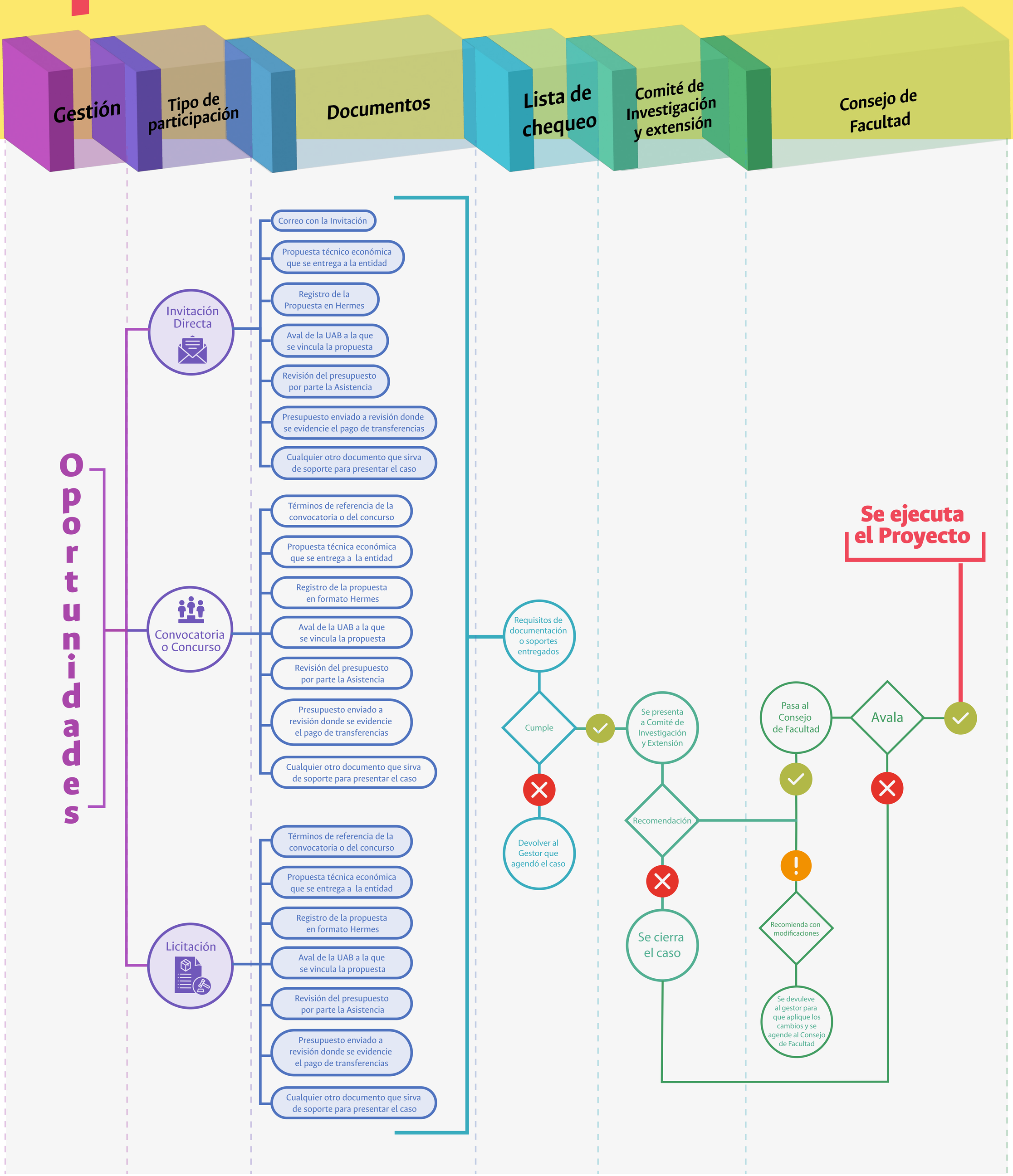Gestión de Oportunidades