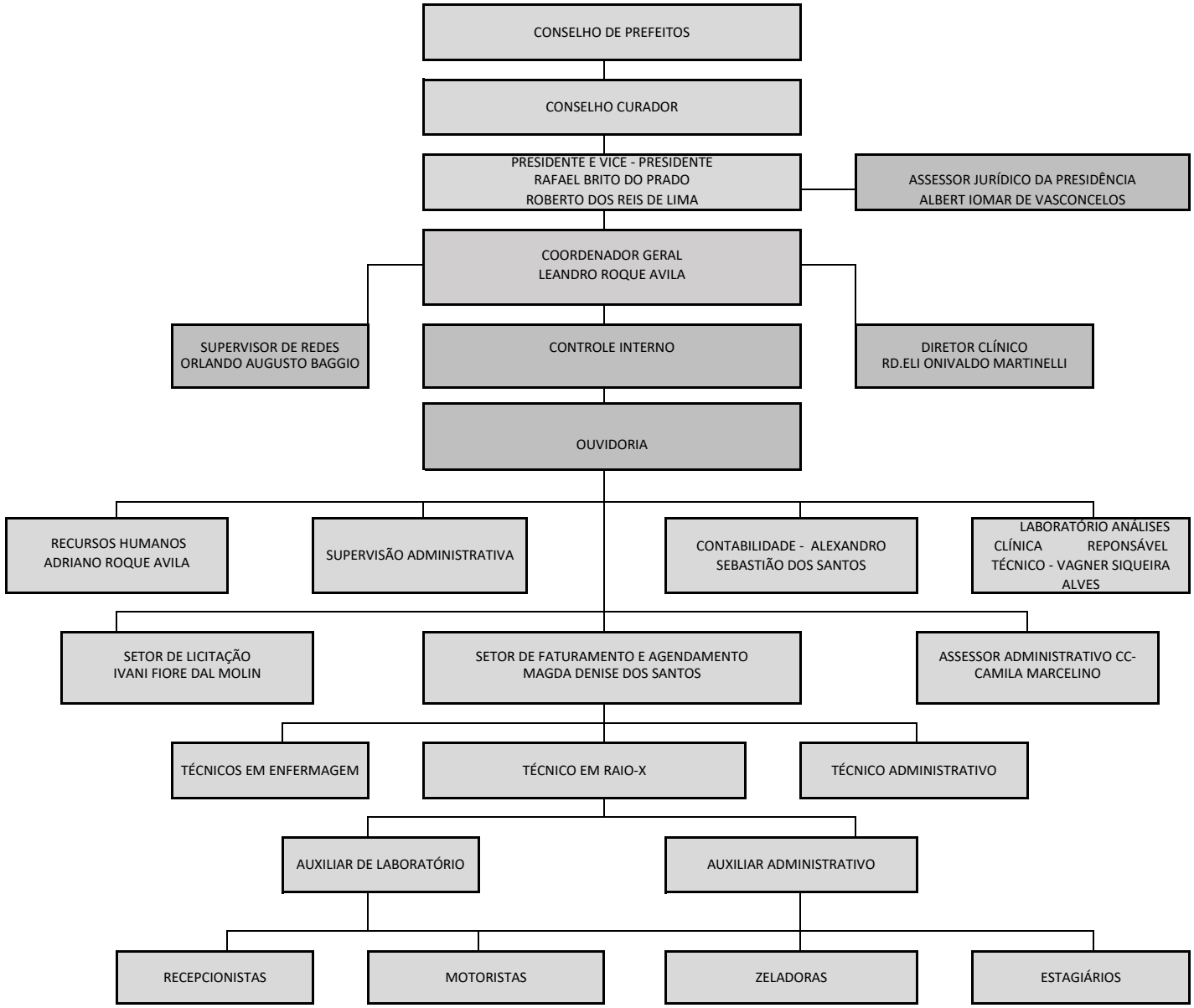ESTRUTURA DE CARGOS ATUAL CISCOMCAM E QUALICIS