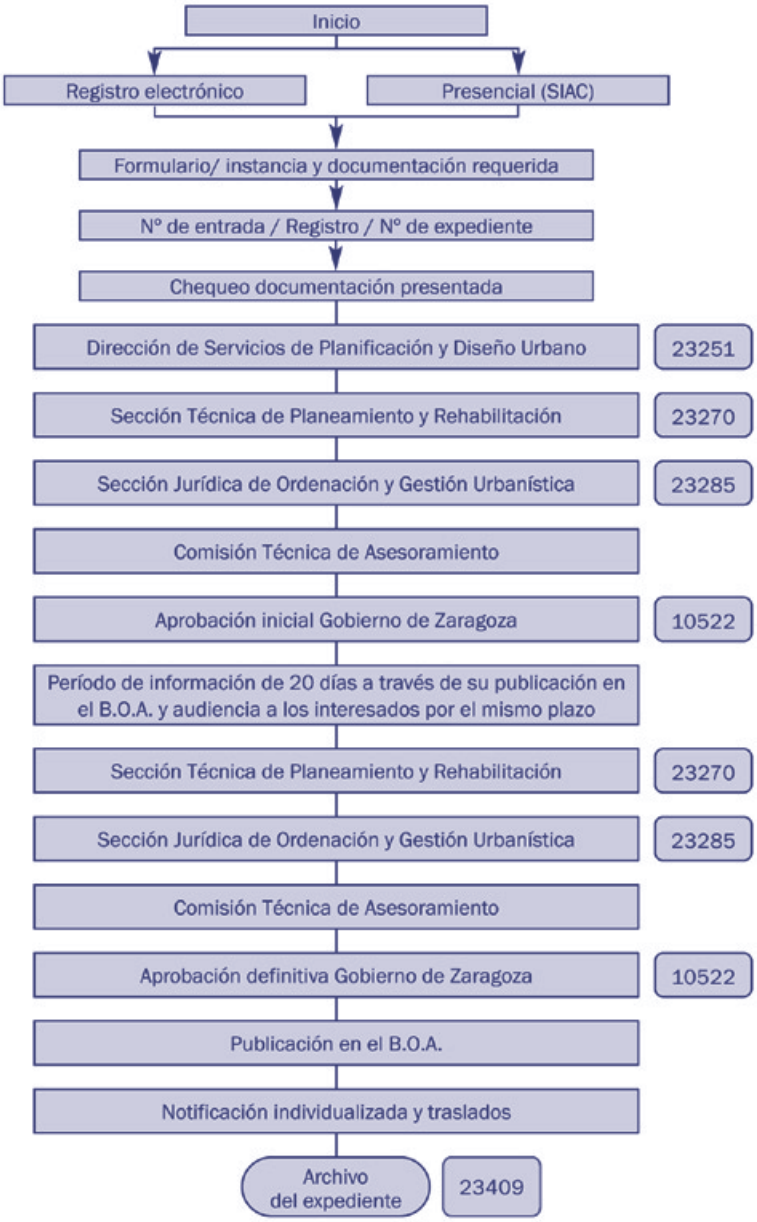PROGRAMA DE COMPENSACIÓN