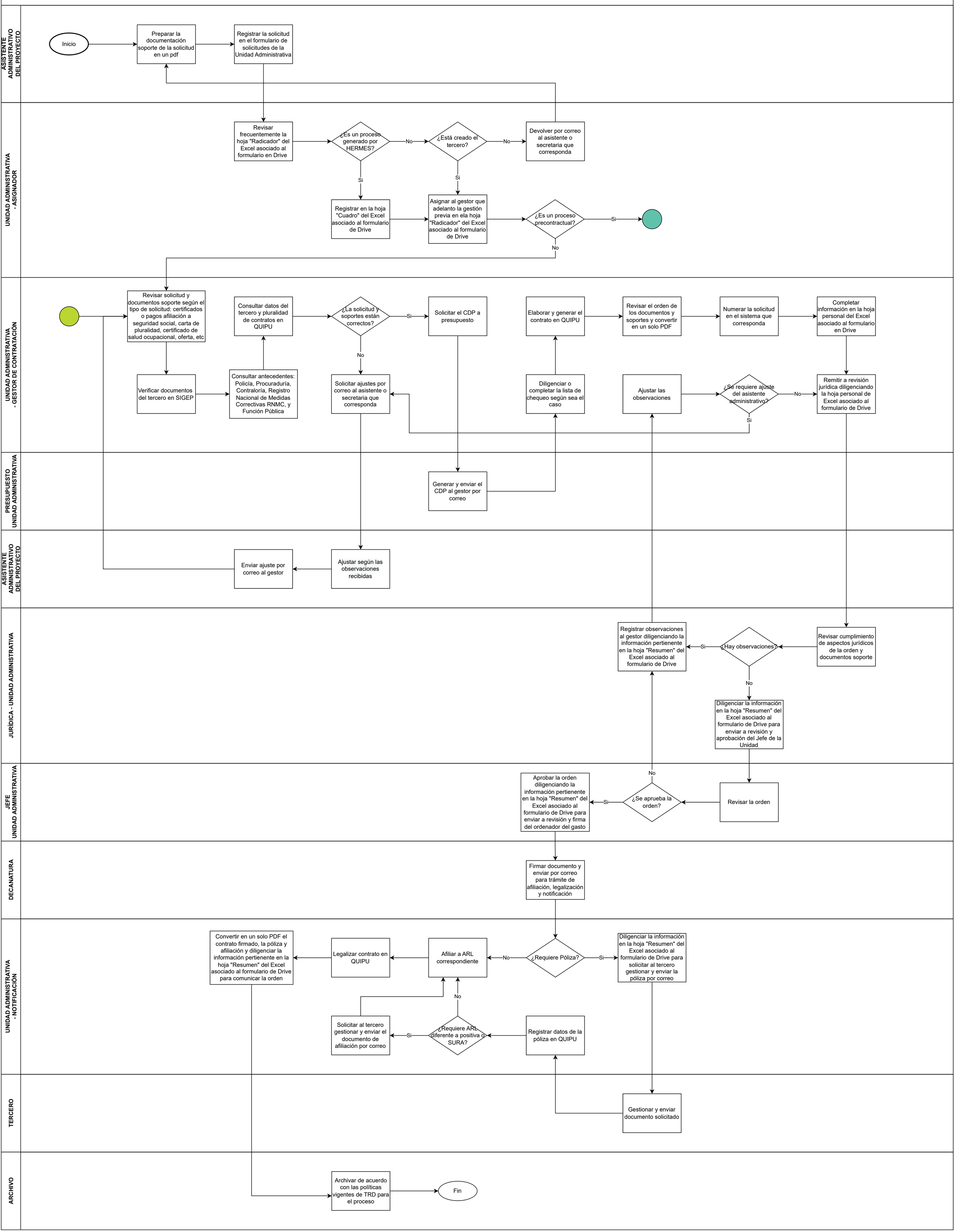CONTRATACIÓN