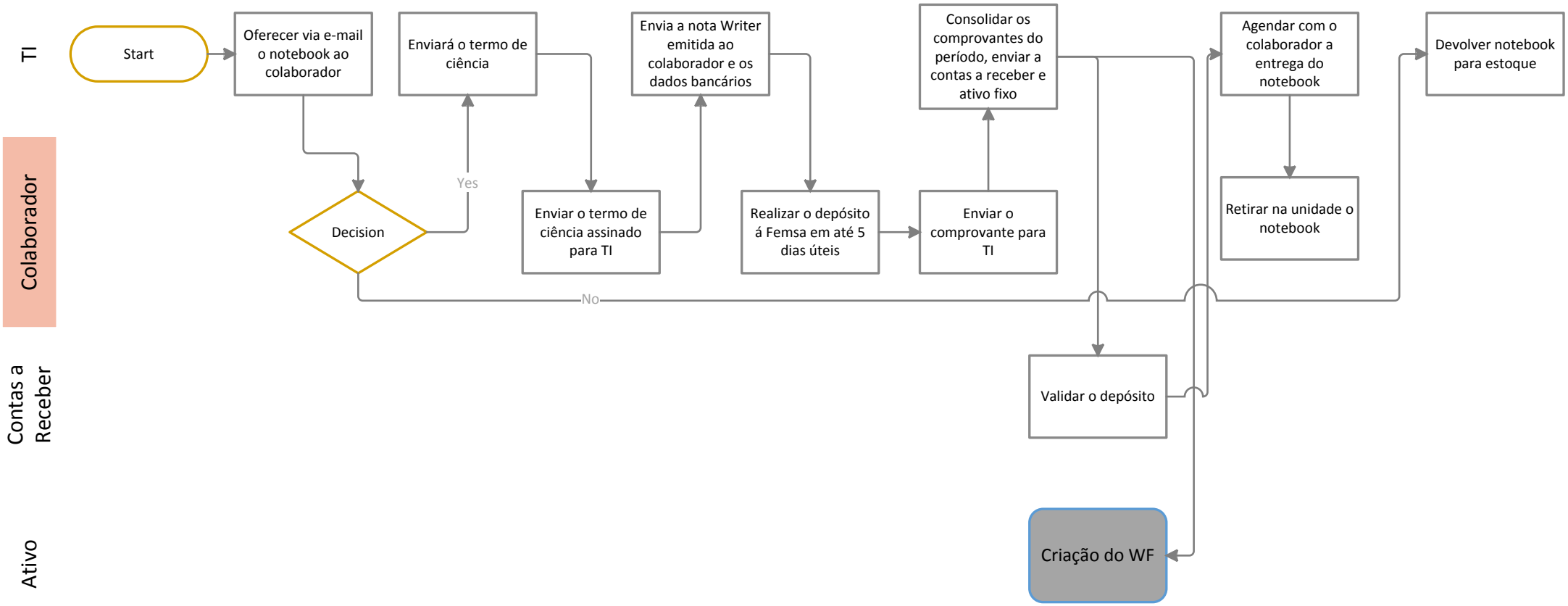Processo Venda ao Colaborador