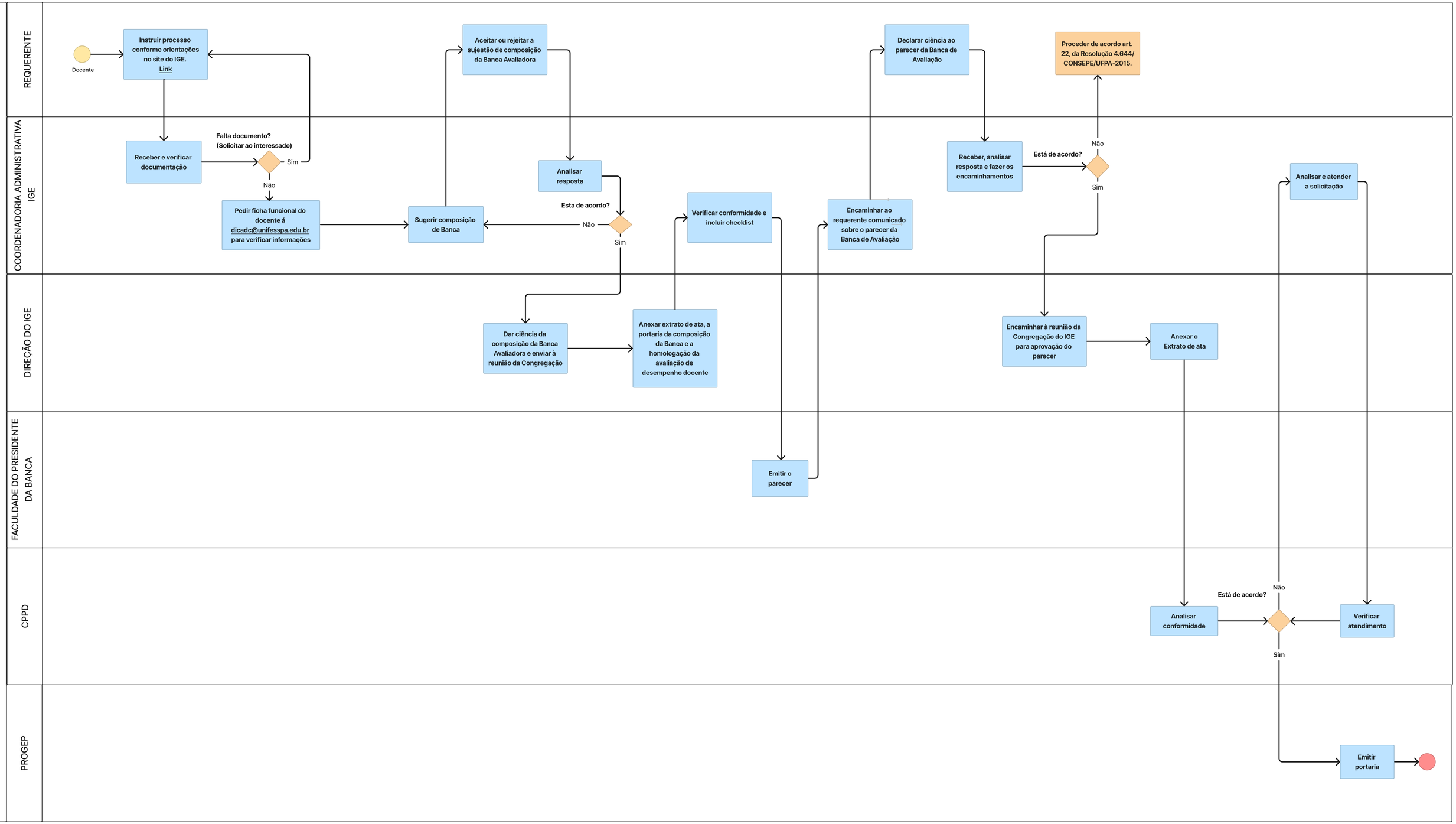PROGRESSÃO / PROMOÇÃO FUNCIONAL