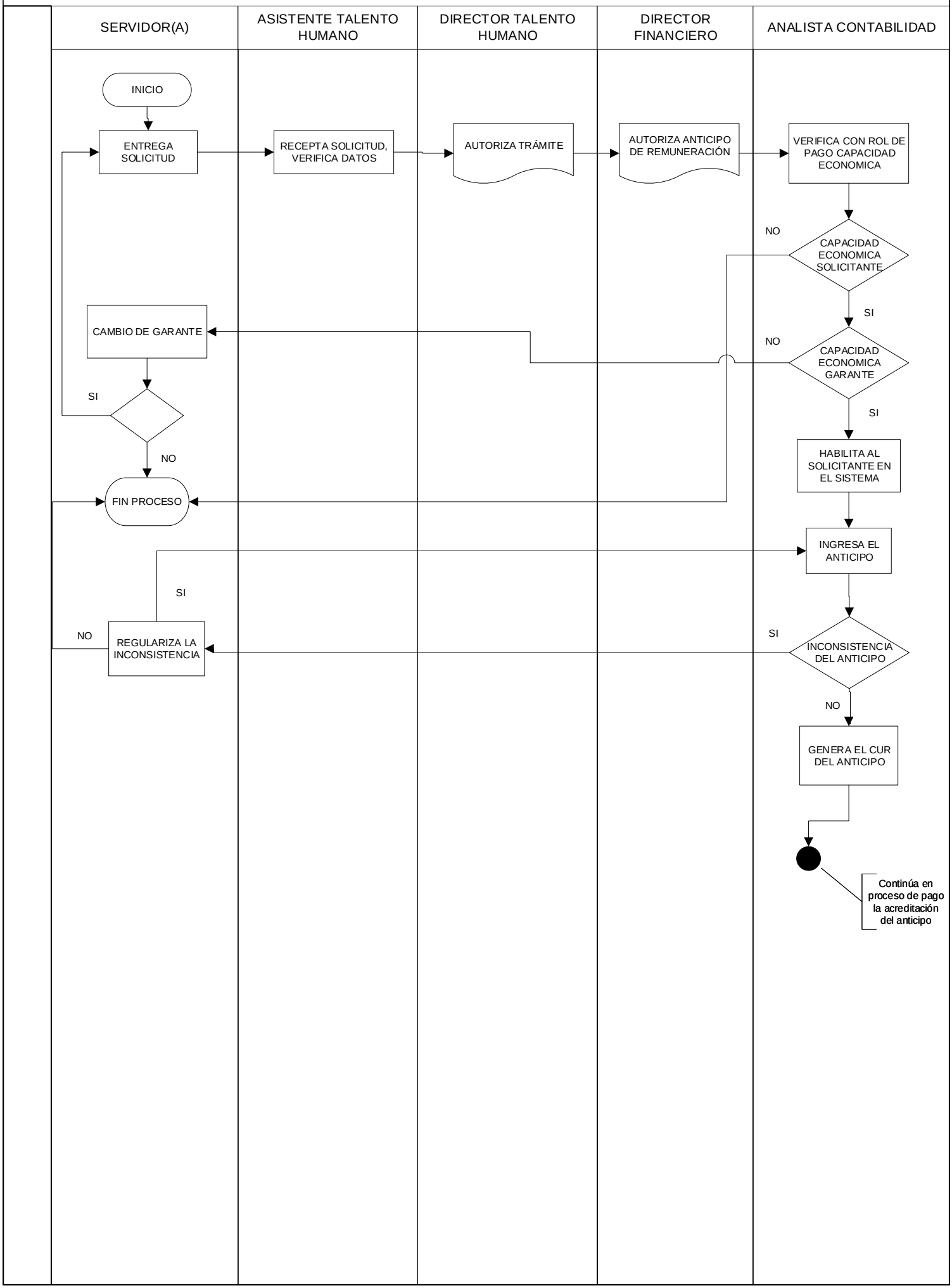ANTICIPO DE REMUNERACIONES