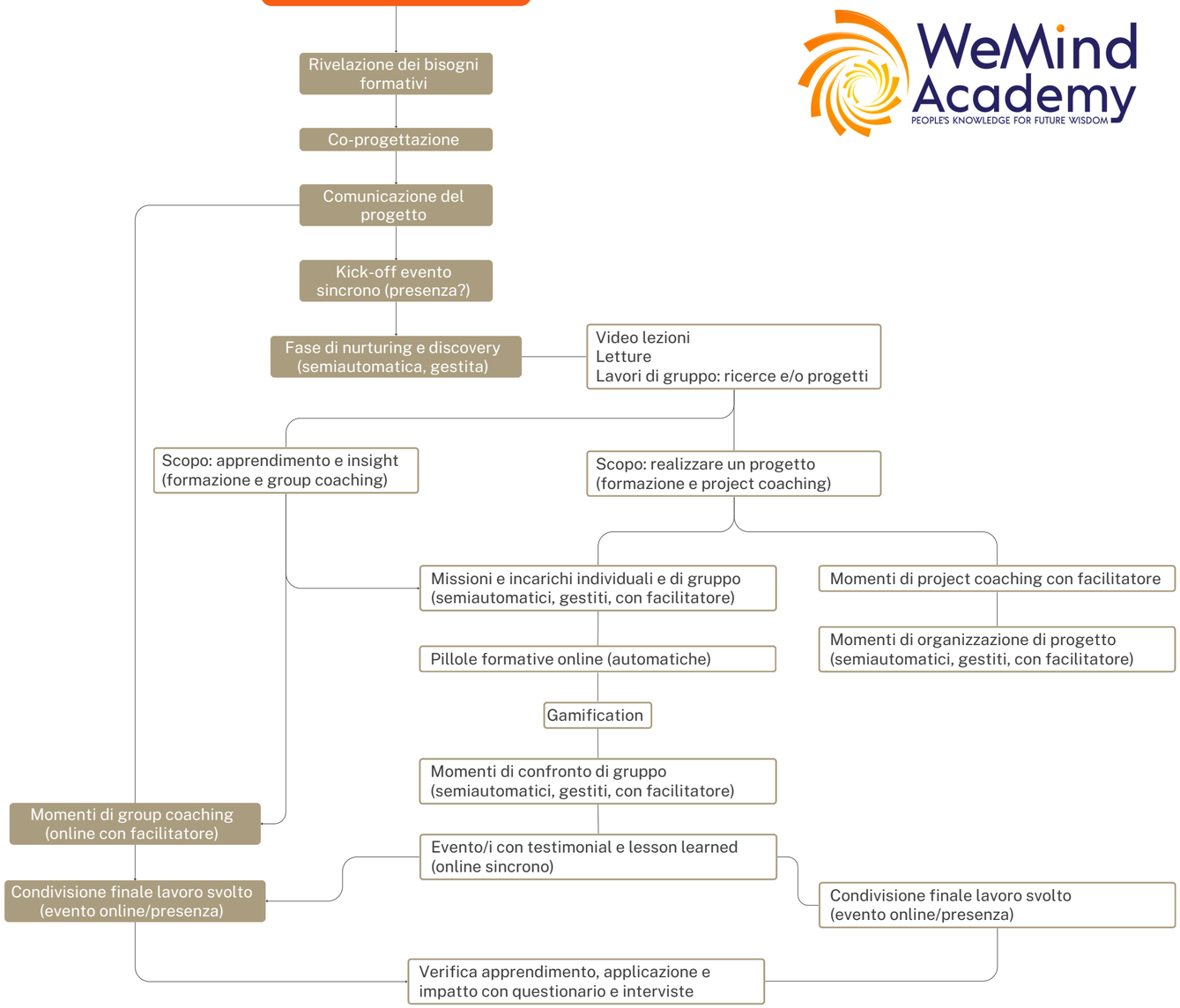PROCESSO FORMATIVO WMA