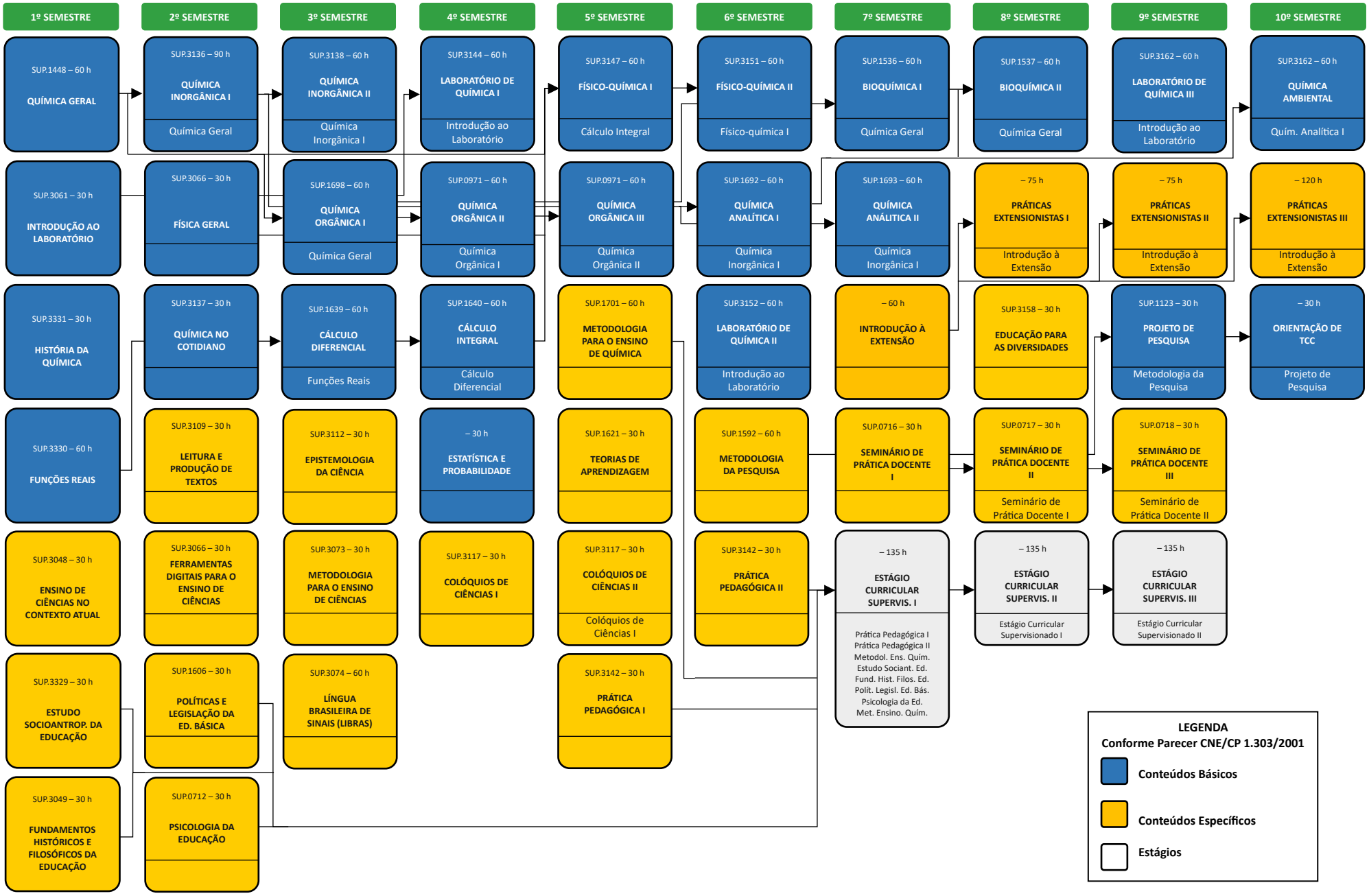APÊNDICE A - Fluxo formativo