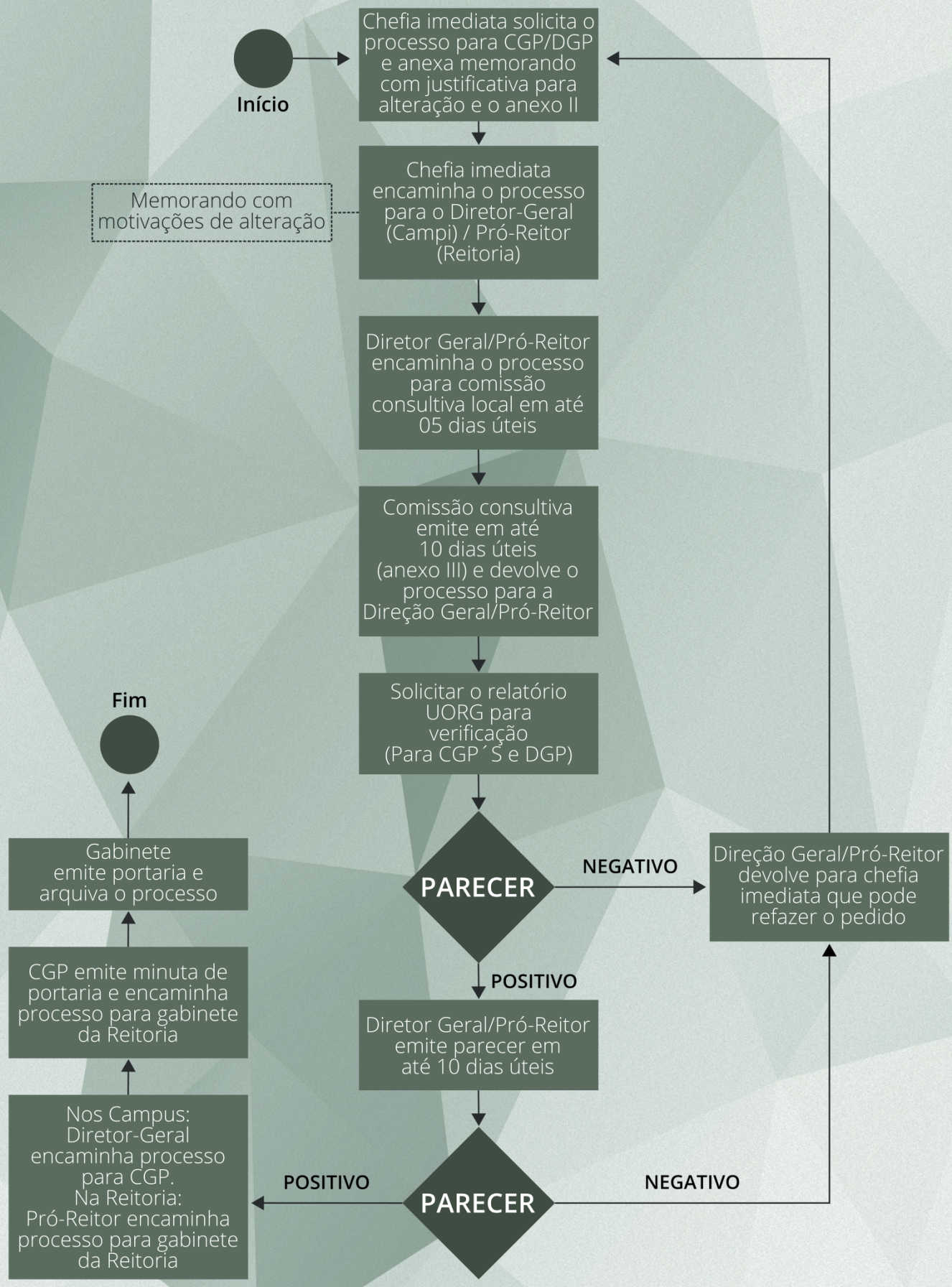ALTERAÇÃO DE FLEXIBILIZAÇÃO