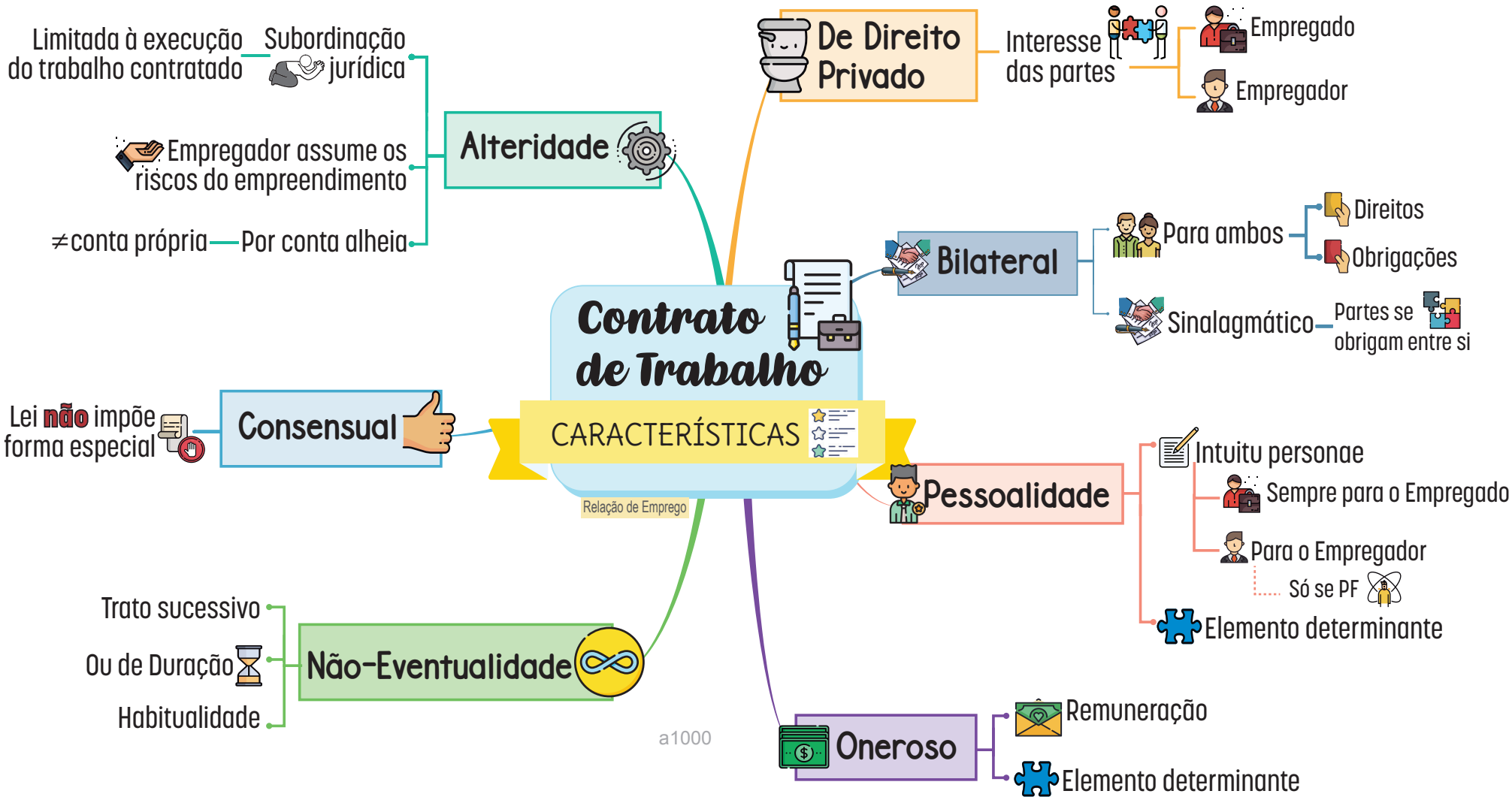1. Contrato de Trabalho - Características