

THE 116TH

KC NEWSLETTER

DATE OF ISSUE JULY 2020 ISSUER KC GREENHOLDINGS SUSTAINABLE MANAGEMENT TEAM



Yuyang Technologies,
Rated as the best-grade private
Disaster Prevention Organization



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Conducts a Meeting to "share KC's
current responses to COVID-19"



KC EnviroServices,
Delivers a scholarship to
Masanhoewon-gu, Changwon City



KC Solar&Energy,
Hosts the 2020 Business Strategy
Seminar



KC GreenHoldings,
Conducts safety and health
education for CSR activities



KC Network,
Appoints Vice President Han as an
executive for safety management



KC Glass & Materials,
Celebrated the 49th anniversary of
its founding



Yuyang Technologies,
Hosts a kickoff workshop to develop
non-destructive testing inspectors



KC Cottrell Vietnam,
Passed ISO 9001:2015
confirmation audit



KC Cottrell Vietnam,
Hosts workshop conference 2020



[CSR]
For a Work-Life Balance (3)



[CSR]
Effective response measures to
climate change

Yuyang Technologies, rated as the best-grade private disaster prevention organization



Yuyang Technologies received the best grade (Grade S) from the Ministry of Employment and Labor and the South Korea Occupational Safety and Health Agency in “the 2019 evaluation of private disaster prevention organizations.”

This evaluation of private specialized disaster prevention organizations is annually conducted by the Ministry of Employment and Labor and the Korea Occupational Safety and Health Agency according to Article 88 (3), Article 96 (3), and Article 100 (2) of the Occupational Safety and Health Act. Only those that score 900 points or above out of 1,000 points receive the best grade (Grade S).

The final evaluation results are produced by a separate evaluation committee, which is organized to visit and assess target organizations by dividing their performance into business management systems and business performance according to the assessment indicators by category and to secure the fairness of evaluations.

Of the total 833 organizations evaluated in 11 areas, only 50 organizations received Grade S. Moreover, only two safety self-inspection organizations, including Yuyang Technologies, obtained Grade S nationwide. Specifically, Yuyang Technologies was highly rated in the education and training system for human resources among the categories of business management systems.

Yuyang Technologies is operating the “multifunctional inspector training system” to educate and train inspectors and making various efforts, such as providing each inspector with customized specialized education at least once a year and arranging their visits to domestic and overseas seminars and exhibitions. The company is also running programs like “the Hall of Fame” to motivate inspectors to qualify. Also, the company’s ongoing efforts to cultivate talented workers were reflected in the assessment, which included the provision of a monthly allowance of KRW 150,000 upon one’s certification along with congratulatory money.

CEO Kim Tae-Woo said, “All our employees are creating value by offering value to customers. As we have more to do ahead than what we have achieved so far, we will work tirelessly to create a better future with ceaseless accumulations of technology and endeavor.” He added that with this assessment results as a momentum, the company would work harder to expand the support system to realize its corporate value and nurture outstanding workers.

Meanwhile, Yuyang Technologies has been certified (by the Ministry of Employment and Labor and the Human Resources Development Service of Korea) as an outstanding organization in human resources development for eight consecutive years since 2012 in recognition of its creation of an employee-led organizational culture with merit-centric human resources development strategies as well as the corresponding reward schemes and proper education system. (end)



KC NEWSLETTER

2020 2Q KC NEWS

Yuyang Technologies, rated as the best-grade Disaster Prevention Organization

KC GreenHoldings, conducts a Meeting to “share KC’s current responses to COVID-19”

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[CSR] For a Work-Life Balance (3)

[CSR] Effective response measures to climate change



ISSUER : Sustainable Management Team

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KC GreenHoldings, conducts a Meeting to “share KC’s current responses to COVID-19”



Because KC GreenHoldings postponed an executive workshop due to the prolonged COVID-19 crisis, it hosted the 2nd Sustainable Management Meeting entitled “Sharing the current state of KC’s responses to the spread of COVID-19” on April 13.

The meeting was held to review KC’s institutional or hygienic operating measures following the spread of COVID-19 and discuss their business impact.

During the meeting, KC affiliates shared the operating measures against COVID-19 as follows and other internal issues related to their business impact.

Meanwhile, the “Sustainable Management meeting” was initiated in 2020. It allows the executives of KC GreenHoldings and CEOs of KC affiliates to share a wide range of information through the regular meetings of top management and create a positive synergy of each KC affiliate as a sustainable network through lectures on leadership and the latest trends. (end)

	Contents	KC Green Holdings	KC Green Materials	KC Glass & Materials	KC Solar & Energy	Yuyang Technologies	KC Eco Logistics	KC Eco Cycle	NWL Pacific	KC Cottrell	Clestra Hauserman	KC Enviro Services
Hygienic Measures	Placing hygiene items	○	○	○	○	○	○	○	○	○	○	○
	Checking health conditions	○	○	○	○	○	○		○	○	○	
	Disinfecting and ventilating communal spaces	○		○	○	○	○	○	○	○	○	○
Institutional Measures	Adjusting mealtimes/seats			○		○			○		○	
	Adjusting the time to come to and get off work	○			○	○						
	Developing/ implementing the telecommuting system	○	○	○					○	○	○	
	Introducing/running untact meetings	○	○		○					○	○	○
	Limiting domestic and overseas business trips and outside work	○		○	○	○	○			○		
	Limiting/ postponing/canceling internal events	○	○	○	○	○						○
	Postponing/replacing offline education	○		○	○	○						○
	Providing a risk management system	○	○	○	○	○	○		○	○	○	

KC NEWSLETTER

2020 2Q KC NEWS

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KC EnviroServices, delivers a scholarship to Masanhoewon-gu, Changwon City



On April 20, KC EnviroServices CEO Baek Dong-Ho donated a scholarship of KRW 3 million to students from low-income families who reside in Masanhoewon-gu, Changwon City.

Since 2014, KC EnviroServices has been active in promoting a sharing culture of returning its corporate profits to local communities, including the donation of a scholarship in the first half of each year and delivering food to the underprivileged in the latter half.

CEO Baek Dong-Ho expressed his thoughts on the scholarship donation, "Given that the growth of students within our region serves as a foundation for the region's development, we would like to share dreams and hopes with the students."

Choi Ok-Hwan, the head of Masanhoewon-gu, reciprocated by saying, "I express my gratitude to KC EnviroServices that donates a scholarship every year despite the current economic hardship in the aftermath of the COVID-19 outbreak, and will deliver it to teenagers who will grow into this region's future talent with loving care by honoring the company's wish."

The scholarship of 3 million won donated on the day will be handed out to teenagers in the community's 15 low-income households, with KRW 200,000 for each teenager, via the Community Chest of Gyeongsangnam-do. We expect that this scholarship provision will be conducive to fostering regional talent so that Changwon City's talented individuals shine through ahead. (end)

KC NEWSLETTER

2020 2Q KC NEWS

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APRIL 28 2020

KC Solar&Energy, hosts the 2020 Business Strategy Seminar



On April 28, KC Solar&Energy held a business strategy seminar on the 11th floor of the Sangam-dong Headquarters to set its future course and develop new business models.

The seminar was conducted by dividing its attendees into four teams of KC-SOLAR-AND-ENERGY to allow the participation of all employees. The KC-SOLAR teams participated in the EPC business model-based contest, and the AND-ENERGY teams entered the O&M business model-based contest. They created business models on their own regarding the common key business challenges shared by the employees, and also selected the models that KC Solar&Energy would promote in 2020 through presentations and discussions.

After the end of the seminar, a task force team was set up to implement the selected models into real business settings. At the end of the year, whether to continue the implementation of these models and whether to adopt them as KC Solar&Energy's mid- and long-term strategy models by defining ways to improve them will also be determined.

This seminar was likely an opportunity for all KC Solar&Energy employees to gain a deeper understanding of the company's businesses and advance one step further through the selected models. (end)



KC NEWSLETTER

2020 2Q KC NEWS

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KC GreenHoldings, conducts safety and health education for CSR activities

Last December, KC GreenHoldings enacted the KC Corporate Social Responsibility (CSR) Initiatives, which gives direction for CSR activity plans to KC Green Holdings and its affiliates to share the same vision and set the same goals as one group. The CSR Initiative considered the projects run by KC Green Holdings and its affiliates to deliver true value to the society as environmental companies as well as KC Group's missions, thereby enhancing their connectivity with our businesses.

KC CSR initiatives

1. KC pays attention to the environmental problems facing the present era and endeavors to resolve their fundamental causes.
2. KC pays attention to the problems facing communities and cooperates to remedy them for the company's harmonious development with the communities where KC belongs.
3. KC makes efforts to prevent safety and health-related accidents in advance to protect the employees who are substantially exposed to those accidents.

The company established an action plan for each item of the CSR initiative with the vision of developing "CSR into a corporate culture" in the 2020 to 2022 period. Our environmental education is now conducted through the KC Newsletter, and environmental campaign activities have been underway since 2020 through the creation of eco-friendly offices.

Although the education on employee safety had been mapped out from the view that occupational safety education is necessary for every employee regardless of job, it was difficult to conduct a group instruction and invite guest speakers due to the COVID-19 crisis, and thus it was replaced with employees watching a video at the FMM in May.



The topic of the first safety and health education was cardiopulmonary resuscitation (CPR). Given that modern people spend most of their time in front of computers, they are easily exposed to cardiovascular disorders. Therefore, CPR is a basic and essential treatment method that not only field workers, but also office workers should learn. Specifically, the risk of cardiovascular diseases becomes even higher these days due to the COVID-19 pandemic.



* Because about 80% of the CPR cases that should be conducted within the prime time take place in homes and public places, you can save a life by learning CPR

The company is set to continue various attempts and efforts to establish CSR into a culture, not another "work." (end)

KC NEWSLETTER

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JUNE 01 2020

KC Network, appoints Vice President Han as an executive for safety management



As of June 1, KC Cottrell and Yuyang Technologies appointed Vice President Han Yoon-Sang as an executive responsible for safety management.

Vice President Han has a long career in the field of safety management at public institutions such as the Korea Industrial Safety Association and the Gangwon-do Office of Education, as well as companies such as Samsung C&T Corporation.

Starting with the 2nd quarter Safety & Health Council Meeting of KC affiliates, which will be held on July 23, the KC Network plans to carry forward a range of safety-related projects including the establishment of KC affiliates' safety management plans, their onsite safety checks and inspections, and support for safety education and technical consultation.

The KC Network will also ensure the internal stability of the KC Network's comprehensive safety management system by defining a standard safety management model that is applicable for every KC affiliate and building a computerized safety management system.

Based on these steps, it is poised to promote the commercialization of safety management services that can offer services such as safety tests, inspections, management consulting, and education to various customers and other companies.

Vice President Han is likely to demonstrate his competence in the KC Network's reduction in safety accident rates and advances in the field of safety management based on his years of experience in his area of expertise. (end)

KC NEWSLETTER

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[CSR] For a Work-Life Balance (3)

[CSR] Effective response measures to climate change



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KC Glass & Materials, celebrated the 49th anniversary of its founding



On June 2, KC Glass & Materials held an event in celebration of the anniversary of its inception at the education hall on the second floor of its office. All participants were instructed to disinfect their hands and wear masks, and the event was simplified.

During the event, the company had the participants reflect on the fact that it was able to overcome challenging business environments and numerous crises and continue to grow and ensure stability over the last 49 years thanks to the dedication and endeavor of its employees who had done their best at every moment in their respective positions. The company also awarded plaques and prizes of appreciation to long-term employees who had served for 30, 20, and 10 years and model employees in honor of their contributions.

CEO Kim Jeong-Wan said, "Above all, KC Glass & Materials was able to be sustainable for 49 years because of the hard work and contribution of our employees. Let's compliment and encourage yourself and colleagues who are committed to the company's sustainable growth."

He also praised the employees, saying "Although we are undergoing challenges such as declining sales and intensifying competitions attributed to COVID-19, we will be able to win through this crisis as well if we respond to it with the most of our capabilities."

Lastly, the participants watched a special lecture on "the value of every moment and every hour," and then ended the event with chanting the slogan "High5."

KC Glass & Materials will do its best to make a new leap forward without forgetting its original resolution and put forth continuous efforts to build a company that keeps its employees happy and achieves mutual growth with communities and partners. (end)



KC NEWSLETTER

2020 2Q KC NEWS

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KC EnviroServices, delivers a scholarship to Masanhoewon-gu, Changwon City

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KC Network, appoints Vice President Han as an executive for safety management

KC Glass & Materials, celebrated the 49th anniversary of its founding

Yuyang Technologies, hosts a kickoff workshop

KC Cottrell Vietnam, passed ISO 9001:2015 confirmation audit

KC Cottrell Vietnam, hosts workshop conference 2020

[CSR] For a Work-Life Balance (3)

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JUNE 11 2020

Yuyang Technologies, Hosts a kickoff workshop



Yuyang Technologies held a kickoff workshop on June 11 to enhance inspectors' job competencies.

This event was prepared as part of the efforts to refine the inspection skills of inspectors who work on high-pressure gas facilities and is aimed at enhancing the quality of inspections through improved job competencies and fundamentally realizing customer satisfaction according to the company.

The company is set to conduct theoretical training on non-destructive inspections, training on inspection equipment, and on-the-job (OJT) training combined with hands-on inspection tasks through the kickoff workshop, in a manner that designates experts by the type of non-destructive inspections and have them provide trainees (mentees) with job competency enhancement training.

In addition, the training will proceed in the form of evaluating each mentee's competency and performance levels for each training unit, and then identifying and analyzing their progression of competencies based on the evaluation results, thereby providing solutions to improve the capabilities of mentees.

Yuyang Technologies added that it is contributing to the establishment of safety culture by creating an employee-led organizational culture through merit-centric human resources development strategies as well as the resulting reward schemes and proper education system, and is sparing no investment in expanding the support system for nurturing superior workers.

Meanwhile, Yuyang Technologies has been designated by the Ministry of Employment and Labor and the Human Resources Development Service of Korea as "the best human resources development (HRD) organization" every year since 2012, in recognition of its outstanding performance including the implementation of training according to well-organized human resources development strategies. (end)



KC NEWSLETTER

2020 2Q KC NEWS

Yuyang Technologies, rated as the best-grade Disaster Prevention Organization

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KC Glass & Materials, celebrated the 49th anniversary of its founding

Yuyang Technologies, hosts a kickoff workshop

KC Cottrell Vietnam, passed ISO 9001:2015 confirmation audit

KC Cottrell Vietnam, hosts workshop conference 2020

[CSR] For a Work-Life Balance (3)

[CSR] Effective response measures to climate change



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KC Cottrell Vietnam, passed ISO 9001:2015 confirmation audit



Periodic surveillance audits are a requirement for maintaining ISO 9001:2015 registration. External surveillance audits verify that the organization has an effective quality management system that meets all the requirements of the internationally recognized ISO 9001:2015 standard.

KC Cottrell Vietnam has successfully passed a supervisory audit on Jun. 18th, 2020, confirming the compliance of its quality management system with the international standard ISO 9001:2015.

Once again the company demonstrated its capability to deliver constantly products and services, corresponding both with the customers' demands and legislation norms. It is worth mentioning that last year KC Cottrell Vietnam successfully passed the certification audit and as a result received the compliance certificate with the international standard ISO 9001:2015.

Generally, since 2008 KC Cottrell Vietnam has been getting its activities certified, according to the international standards. Nowadays the fact that a company has an ISO certificate ensures its effective and longtime cooperation with customers and means its acknowledgment by the international business community.

The company's compliance certificate means that KC Cottrell Vietnam is a team of professionals, capable to compete on the international market.

The audit procedure was conducted by the TNV Cert who is a multinational certification organization and is providing an independent third-party certification service with the recognition of the Organization as a member of the IAF (International Accreditation Forum). (end)



KC NEWSLETTER

2020 2Q KC NEWS

Yuyang Technologies, rated as the best-grade Disaster Prevention Organization

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Yuyang Technologies, hosts a kickoff workshop

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KC Cottrell Vietnam, hosts workshop conference 2020

[CSR] For a Work-Life Balance (3)

[CSR] Effective response measures to climate change



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JUNE 25 2020

KC Cottrell Vietnam, hosts workshop conference 2020



KC Cottrell Vietnam successfully held a workshop conference among three companies with Lilama-EME and KC Green in Ba Be Town, Bac Kan Prov.

The objective of this workshop conference is to study, exchange experiences and create a friendly environment for each other understanding and cohesion on the future.

The first day on June 25th, the team moved from HN to Ba Be town in the morning and had a workshop conference in the afternoon. During the conference, the team shared experiences in many fields such as specialized knowledge, business, human resource management, searching and customer care e.t.c

The second day on June 26th the team started team building activities, visited Ba Be Lake and culture monuments by boat all day long and in the evening exchanged culture with indigenous people. The team had a great time together to improve each other's understanding and cohesion

On the third day June 27th, the team visited the surrounding villages in the morning and return to Hanoi in the afternoon. The brilliant success of this workshop conference is a promise of cooperation and good development among three companies in the future. (end)



KC NEWSLETTER

2020 2Q KC NEWS

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KC Cottrell Vietnam, passed ISO 9001:2015 confirmation audit

KC Cottrell Vietnam, hosts workshop conference 2020

[CSR] For a Work-Life Balance (3)

[CSR] Effective response measures to climate change



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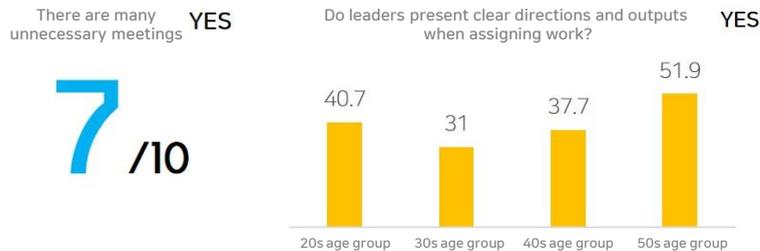
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For a Work-Life Balance (3)

Of our daily work hours (eight hours), how many hours do we spend on our actual tasks?

Though workers cited “excessive work” as the primary reason for working overtime, it is necessary to ascertain whether it simply points to the absolute workload or the amount of work that is uncompleted within one’s work hours.

According to the survey of a domestic job-search site, 70% of the respondents answered that they had many unnecessary meetings, and 41.5% of the workers were participating in at least one meeting per day. Moreover, a survey performed by the Korean Chamber of Commerce and Industry showed that only 40% of the respondents answered “Yes” to the question “Do your leaders present clear directions and expected outputs at the beginning of work?”



Although meetings become a useful means to collect opinions and develop ideas, too frequent meetings or the presence of all employees at a meeting can take up the time of many workers for preparing or attending meetings, which can lead to the situation where they should work overtime to carry on their unfinished tasks from their normal work hours.

In addition, when not provided with clear instructions, followers repeat their tasks over and over until reaching the direction and outcome thought by their leaders, which can even cause them to suffer from lowered work efficiency and morale.

The reporting system focused on the forms or formats of reports is another reason for workers wasting their work hours on unnecessary areas. Hence, reducing unnecessary work procedures and boosting work efficiency can also be ways to ensure the work-life balance of workers.

To perform tasks efficiently,

1. Meeting should be short

Simple tasks can be assigned using via email or inhouse messengers, and matters and data that should be discussed at meetings can be shared in advance to shorten the meetings. In addition, only essential participants should be invited to meetings to help the remaining workers concentrate on their work.

2. Instruction should be clear

When bosses assign tasks to their subordinates, they should make sure to cause no repetition of tasks by providing clear backgrounds, processing directions, and reporting deadlines for tasks. Instead of giving instructions on every detail of a task from A to Z, superiors should present their overall direction on a broad framework to properly empower their juniors and help them grow and produce results.

3. Reporting should be simple

In the case of internal reporting, MS Word or Hangeul Word Processor, rather than PowerPoint, should be used to help focus on the content itself. Reports without pictures or decorations can reduce the time spent to produce reports as well as the number of report pages and thus can also contribute to saving paper resources when necessary to print them. (end)

KC NEWSLETTER

2020 2Q KC NEWS

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Effective response measures to climate change : Meat Free Monday

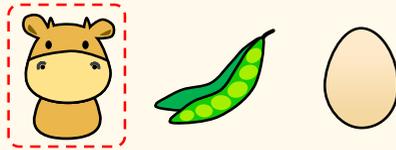
QUIZ

① If one person **does not consume meat** for a day, how much water can be saved?



A person who does not eat meat for a day can save approximately 1,600 liters of water.

② Of the following items, which will **require the largest amount of water** for its production?



Meat requires much larger amounts of water than the production of plant-based food. The production of 1kg beef requires 1,451 liters of water, whereas the production of the same amount of peas requires 397 liters of water. Though eggs and beans have similar protein contents, the production of eggs requires about 1.5 times more water than the production of beans for the same amount.

* Credit : Greenpeace Korea

1. Are cattle influencing climate change?

Beef, which is used as various food ingredients as a leading type of meat, is heavily affecting global warming and climate change.

(1) Gas emissions

Ruminant livestock species **produce and emit methane** by belching, farting, etc. in the process of eating and digesting food. Moreover, their carbon emissions have further increased since they were confined in small spaces under the factory farming system. In this livestock industry, the meat production sector is **emitting over 51% of manmade greenhouse emissions**.

(2) Use of land

It is reported that **47% of the US land is used for food production**, and **70%** of this land for food production is used to grow **the food for cattle**, and only 1% of the land for food production is used for human food. In addition, 70% of **Amazon's tropical rain forests** were **logged** between August 2007 and August 2008 to grow crops used for livestock farms and feeds.

(3) Use of water

The farming and livestock industries are using 80% of the world's total fresh-water, most of which is used for meat production.

"Not eating four hamburgers or 0.4kg of meat can save more water than not showering for six months."

2. Protect the environment with "Meat Free Mondays"

"Small changes in our daily life can help the environment," Paul McCartney, a member of the Beatles, said at the 2009 UN Climate Change Conference in Copenhagen while proposing the Meat Free Monday initiative. How much will a weekly vegetarian meal help mitigate climate change?

The Seoul City Hall has been offering a vegetarian menu once a week since 2014. Based on 1,830 workers provided with a vegetarian lunch at the city hall, this program generates an equivalent effect of greenhouse gas reductions to the planting of 70,000 (30-year-old pine) trees a year. This effect amounts to an 8% reduction in the annual electricity consumption of the main building of Seoul City Hall.

The reason for the livestock industry emerging as this serious issue is the growing human consumption of meat. Therefore, individual efforts are required to reduce factory farming by cutting meat consumption, thereby responding to climate change effectively.

"100 imperfect individuals who pursue being vegans are better than one perfect vegan."

What about beginning a meat-free day for personal health and the environment through an intentional vegetarian diet for one day or at least one meal a week? (end)

KC NEWSLETTER

2020 2Q KC NEWS

Yuyang Technologies, rated as the best-grade Disaster Prevention Organization

KC GreenHoldings, conducts a Meeting to "share KC's current responses to COVID-19"

KC EnviroServices, delivers a scholarship to Masanhoewon-gu, Changwon City

KC Solar&Energy, hosts the 2020 Business Strategy Seminar

KC GreenHoldings, conducts safety and health education for CSR activities

KC Network, appoints Vice President Han as an executive for safety management

KC Glass & Materials, celebrated the 49th anniversary of its founding

Yuyang Technologies, hosts a kickoff workshop

KC Cottrell Vietnam, passed ISO 9001:2015 confirmation audit

KC Cottrell Vietnam, hosts workshop conference 2020

[CSR] For a Work-Life Balance (3)

[CSR] Effective response measures to climate change



ISSUER : Sustainable Management Team

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