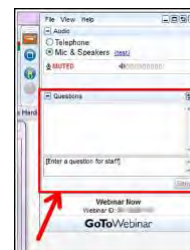




# Have Questions?



Type them into questions box!

**“Why am I muted?”**

Don't worry. Everyone is muted except the presenter and host. Thank you and enjoy the show.

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Hundreds of presentations from the best and brightest minds that chemistry has to offer are available to you on-demand. The Library is divided into 6 different sections to help you more easily find what you are searching.

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Learn how to write better abstracts, deliver more engaging presentations, and network to your next dream job. Brush up on your soft skills and set a new career path by mastering what can not be taught in the lab.

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How do ideas make it from the lab to the real world? Discover the ins and outs of the chemical industry whether you are looking to start a business or desire a priceless industry-wide perspective.

<https://www.acs.org/content/acs/en/acs-webinars/videos.html>

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Whether you are just starting your journey, transitioning jobs, or looking to brush up or learn new skills, the **ACS Career Navigator** has the resources to point you in the right direction.

We have a collection of career resources to support you during this global pandemic:



Professional Education



Virtual Career Consultants



ACS Leadership Development System



Career Navigator LIVE!



ChemIDP



College to Career



ACS Webinars



Virtual Classrooms

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**ChemIDP** is an Individual Development Plan designed specifically for graduate students and postdoctoral scholars in the chemical sciences. Through immersive, self-paced activities, users explore potential careers, determine specific skills needed for success, and develop plans to achieve professional goals. **ChemIDP** tracks user progress and input, providing tips and strategies to complete goals and guide career exploration.

<https://chemidp.acs.org>

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## ACS Department of Diversity Programs

Advancing ACS's Core Value of Diversity, Inclusion & Respect



We believe in the strength of diversity in all its forms, because inclusion of and respect for diverse people, experiences, and ideas lead to superior solutions to world challenges and advances chemistry as a global, multidisciplinary science.

### Contact Us:

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## ACS Career Resources



### Managing Your Career



### Professional Development & Education



<https://www.acs.org/content/acs/en/careers/developing-growing-in-your-career.html>

## ACS Career Consultant Virtual Office Hours (Reserved exclusively for ACS members)

Every Thursday @ 12-1pm ET for Virtual Office Hours.

September 9 - Register Now

September 30 - Register Now

September 16 - Register Now

October 7 - Industry

September 23 - Register Now

ACS Members can join a weekly moderated group session to:

- Ask questions about resume writing and video interviewing
- Learn to optimize your LinkedIn profile
- Get tips on successful networking
- Find additional ACS career resources and more!

<https://www.acs.org/content/acs/en/careers/personal-career-consulting.html>

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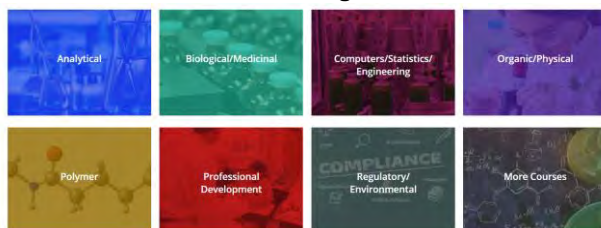
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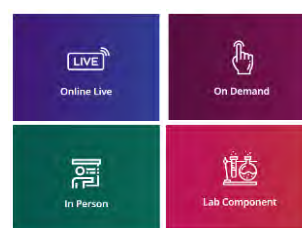
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## Skydiving into Retirement: Enjoy the Ride and Land Softly



### Complimentary Online Virtual Classroom

October 27, 2021 | 12:00 - 2:00 PM ET

### Develop a strategic planning approach to retirement!

**Are you thinking about retirement, recently retired, or maybe you've been retired for some time? This workshop is for you!**

Discover the intersection of your values, strengths, interests, and opportunities while constructing your new persona for the third phase of your life.

Register today at [ACS.org/RETIREMENT](https://www.acs.org/RETIREMENT)







## The Green Evolution

Sustainable Chemistry in Global Scholarly Education



Date: Thursday, September 9, 2021 @ 11am-12pm ET

Speakers: H.N. Cheng, 2021 ACS President / Frank Roschangar, Boehringer-Ingelheim and ACS Pharmaceutical Roundtable / Klaus Kümmerer, Leuphana University

Moderator: Mary Kirchoff, ACS Scientific Advancement

Register for Free!

### What You Will Learn:

- How the current economic, socio-political, and safety/environmental trends all favor green chemistry innovations
- Why learning green chemistry at the university is an advantage to recent graduates to find great employment because it's a promising and emerging area, involving multidisciplinary teams, and encompassing new applications of chemical skills
- How green chemistry education plays a role in reshaping chemistry's image, contributing to a better world tomorrow

Co-produced with: ACS on Campus, ACS Green Chemistry Institute, CAS, and German Chemical Society

## Advancing Polymer Science with Organic Catalysts



Date: Wednesday, September 15, 2021 @ 2-3:30pm ET

Speakers: Andrew Dove, University of Birmingham, UK and Robert Waymouth, Stanford University

Moderator: Rachel Letteri, University of Virginia

Register for Free!

### What You Will Learn:

- Application of organic catalysts for stereocontrolled step growth polymerization
- Development of high temperature organic catalysts for polymerization and depolymerization
- Using organic catalysts to selectively depolymerize plastic mixtures
- New designs for ultrafast organocatalytic polymerization reactions
- Synergies between continuous flow chemistry and rapid organocatalytic polymerization reactions
- New catalysts enabling the design of emerging functional materials for gene delivery

Co-produced with: ACS Division of Polymer Chemistry

## Designing Around Structural Alerts in Drug Discovery



Date: Friday, September 17, 2021 @ 2-3:15pm ET

Speaker: Nick Meanwell, Bristol-Myers Squibb

Moderator: Deepak Dalvie, Crinetics Pharmaceuticals

Register for Free!

### What You Will Learn:

- The identity of structural alerts that have been associated with problems in drug discovery and development
- The fundamental mechanistic organic chemistry subtending structural alerts that are subject to bioactivation
- Strategies and tactics to design around structural alerts

Co-produced with: ACS Division of Medicinal Chemistry, American Association of Pharmaceutical Scientists, and ACS Publications

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co-produced with: ACS Careers

# Skydiving into Retirement

How to Actively Manage the Transition



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## Skydiving into Retirement: How to Actively Manage the Transition



**BILL CARROLL**  
Founder, Carroll Applied Science



**TOM HALLERAN**  
Manager Career Consultant Program,  
American Chemical Society

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*This ACS Webinar is co-produced with ACS Careers.*

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# SKYDIVING INTO RETIREMENT: ENJOY THE RIDE AND LAND SOFTLY

William F. Carroll, Jr., Ph.D., CPRC  
wcarroll@indiana.edu





## IT'S NOT REAL UNTIL YOU SIT IN THE DOOR



<http://safeskydiving.com/is-skydiving-scary>

- You've never done this before
- It's really hard to practice for
- You let go of something and make a transition
- There is a mix of exhilaration and dread
- It forces you to answer a lot of questions you may have thought you already had answered
- Once you've jumped it's hard to go back to exactly what you left

Carroll Applied Science, LLC

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## THE PURPOSE OF THIS WORKSHOP

- **Goal:** Master the transition from a full-time career to an emotionally and intellectually stable and satisfying retirement career
- **Objectives:** After completing this course you will be able to:
  - Identify and describe how and why your identity changes when you leave your full-time career and create interpersonal tools to reflect your new identity
  - Evaluate your current readiness to retire and identify barriers to and unpreparedness for retirement using an environment scan
  - Compare different retirement archetypes and scaffold your transition and the first 1-2 years
  - Catalogue values, strengths and interests using inventories to create and execute a retirement strategic plan

Carroll Applied Science, LLC

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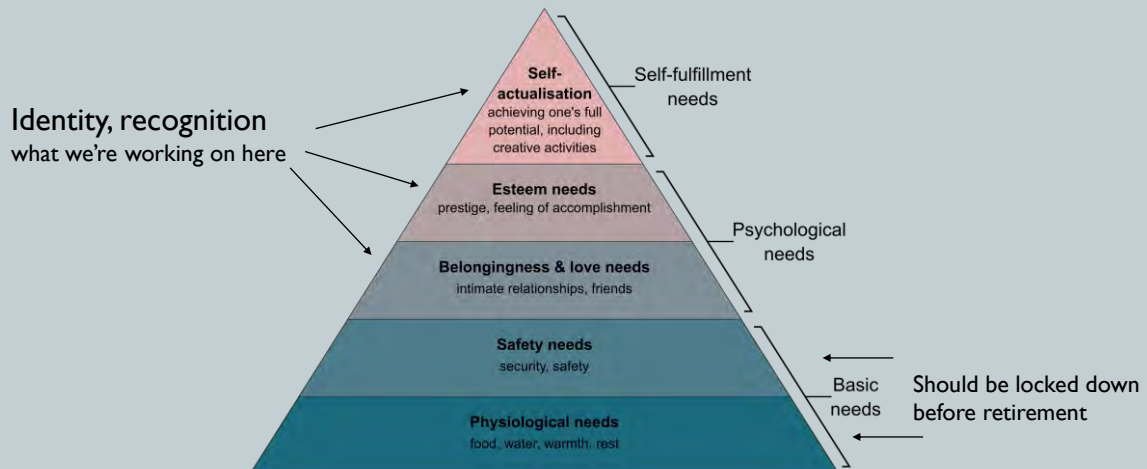


## INTRODUCTION

- **The Stakes:** Retired men are **40% more likely** to experience depression than employed men
  - Roughly half as stressful as loss of a spouse (<http://www.stress.org/holmes-rahe-stress-inventory>)
- American retirees average **48 hours/week** watching television
- Some retirees even experience the five stages of grief
  - Denial, Anger, Bargaining, Depression, Acceptance
- You will be responsible for structuring **2000 hr./yr.** previously structured by work, and do so for the next 20-30 years
- Preparing for retirement is a strategic planning exercise



## MASLOW'S HIERARCHY



## BENEFITS OF BEING AT WORK

- Identity, title, prestige, status, evaluations
- Friends and a social network
- Access to information
- Office infrastructure
- A place to go during the day
- Paycheck
- E-mail address
- Health insurance, life insurance, a savings plan and other benefits
- Connectedness, discipline and structure
- Social capital

**Most of this changes Day 1 of retirement.**

The challenge is to be who you are and not who you used to be



“Tell me a little about yourself.”

“Do you have a business card?”



## TWO IDENTITY TOOLS

### Your Elevator Speech

- The answer to the question: “Tell me a little about yourself” or “Who are you?”
- Two dimensions: Warmth and Competency (per Tatiana Kolovou)
- What you do; How and why you do it; What makes you happy...
- Should contain at least three conversation starters (You may want to tailor for certain circumstances)
- Should reflect your vision and drive you toward it
- Present tense

### Your Business Card

- The answer to the question: “Who am I?”
- Name and contact information is enough (but there can be more)
- Concrete evidence that you matter



## MY ELEVATOR SPEECH, 2014

- VP, Industry Issues, Occidental Chemical, 37 years
- Work with our trade associations globally as an advocate for our industry, including in United Nations environmental treaty negotiations
- Chair of the Board of ACS, world's largest scientific society
- Adjunct Professor of Chemistry, Indiana University, career counselor for the department. I help kids find jobs





## MY ELEVATOR SPEECH, 2016

- I used to be...
- I needed a new elevator speech that reflected who I am, not who I was, and I needed to believe in the new guy.



### Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



#### Do you have an elevator speech?

- Yes, I do and use it frequently
- Yes, I do, but rarely use it
- No, I do not, but plan to create one
- No, I do not, still not convinced I need one



## HOW TO WRITE AN ELEVATOR SPEECH

- **Write two or three sentences about each of the following:**
  - Something about my experience (chemist, business person, professor...)
  - Something about my expertise (field of science, specialization during career...)
  - What I really like to do (hobbies, reading, sports)
  - How I spend my time these days (continuing career, volunteer activities...)
  - Something I'm working on (A project, a book, a family history...)
  - Something I'm passionate about (my church, teams I follow...)
  - A fun fact (something surprising they might not have guessed)
- **Then combine them into 75-100 words**



## MY ELEVATOR SPEECH, 2021

**I use my 37 years experience in the chemical industry for the benefit of my clients, which include some industry clients and the United Nations, where I have a project engaged in eliminating the industrial use of mercury in China.**

**While I'm no longer on the Board at ACS, I still participate in a couple of committees and facilitate strategic planning for ACS divisions, local sections and committees. I'm also a ACS career counselor, and as an Adjunct Professor at Indiana, I help the grad students find jobs.**

**Finally, in my spare time I recently published my fourth book on popular music history, using science-derived analytics to characterize the chart popularity of records in 1955-1991 time frame. Think Moneyball for Rock and Roll.**



## RETIREMENT AS CONTINUUM NOT A FINISH LINE

- Vague Awareness (15-30 years prior)
- Imagination (5-15 years prior)
  - Seriously setting the financial predicate
- Anticipation (3-5 years prior)
  - People around you retiring-you starting to imagine the future-more serious financial checking
  - Find a mentor who's living as you imagine you might want to
- Check-in for your flight (1 year prior)
  - Although sometimes events truncate any planned timeline
- Liberation (year 1 of retirement)
  - Having all the fun you can stand and setting the infrastructure in place for the future
- Reorientation and Reinvention (years 2 to 15)
  - What will be sustainable: "useful" vs "youthful"
  - Your healthiest and most active years
- Reconciliation (more than 15 years after retirement)
  - How did I do?



## CREATING STRUCTURE

- Internally generated vs. externally imposed
- Need for a calendar/time diary
- Assign times for regular activity such as reading or studying
- Wear a belt or pants with no elastic waistband at least once a week
- Go out to public places, just because
- Exercise appropriately for your condition at least five days a week
  - "Younger Next Year" by Crowley & Lodge
- Join a group that expects you to participate
- Don't try to create structure for someone else (like your spouse and kids)



## ARCHETYPES

- **Continuers**
  - More of the same, but different; Same business, different scale. (Consulting, entrepreneurship...)
- **Adventurers**
  - New ventures, productive or recreational, professional or personal
- **Easy Gliders**
  - Value the unscheduled time and freedom but still in control
- **Involved Spectators**
  - Care deeply about the world but engage in less active ways
- **Searchers**
  - No regrets about retiring but want a niche, are not yet settled, and may be uncomfortable
- **Retreaters**
  - Taking a break to regroup or disengaging from life altogether?
  - May have given up and withdrawn

...and maybe more than one either in series or in parallel

Your archetype can be an active or passive choice

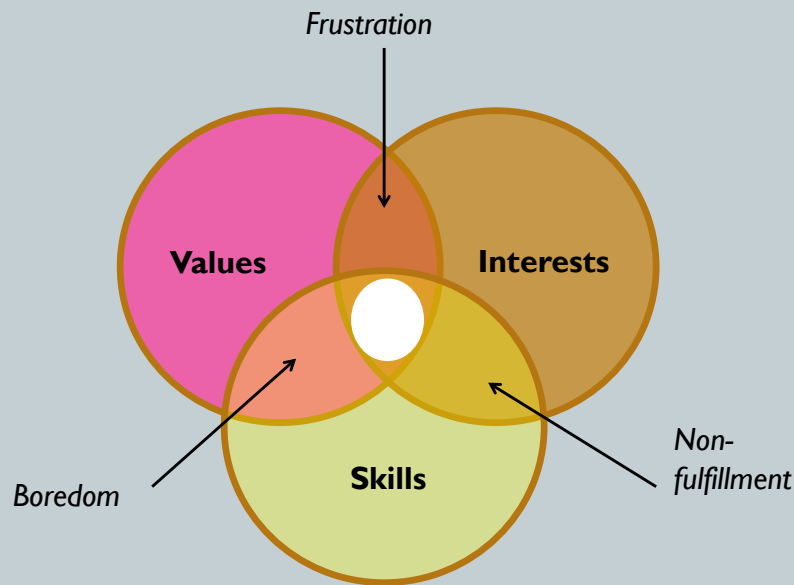


## A BIT MORE ABOUT RETREATERS

- Retreaters archetypal pattern: Downward spiral and withdrawal
  - Most days there is nothing special to look forward to when you wake up in the morning.
  - Their best friends are at the old job.
  - Their personal identity is wrapped up in the title of the old job.
  - They have no great reason to leave the house during the day, nor any desire to do so
  - They wish they weren't retired.
- *Does this sound like COVID-19 "Stay at home"?*
- Each of these things could be handled with active personal management
- These could also be signs of depression and an intervention may be needed







But the Sweet Spot in the middle is what we're looking for



## ENVIRONMENTAL SCAN: STEP

- Assessing your situation through questions in four dimensions:
  - **Social**
    - Where are my friends? Work? Outside work? Retired from work?
  - **Technological**
    - What resources will I need that I don't have in place now for either working or living?
  - **Economic**
    - What are my plans with respect to Social Security, Medicare and any IRAs?
  - **Personal**
    - Am I and my spouse on the same page about retirement?
- Do you know the answer to each of the questions?
- Do any of them identify needs for attention?



## VALUES TEND TO BE INNATE

<b>Achievement</b>	<b>Creative Expression</b>	<b>Harmony/Tranquility</b>	<b>Research/Gain Knowledge</b>
<b>Adventure</b>	<b>Creativity</b>	<b>Help Others/Community</b>	<b>Routine</b>
<b>Advocacy</b>	<b>Developing a Legacy</b>	<b>Influence People</b>	<b>Security</b>
<b>Aesthetics</b>	<b>Excitement</b>	<b>Leadership</b>	<b>Spiritual Fulfillment</b>
<b>Affiliation</b>	<b>Fast Pace/Pressure</b>	<b>Location</b>	<b>Teaching</b>
<b>Altruism</b>	<b>Financial Reward</b>	<b>Perfectionism</b>	<b>Travel</b>
<b>Autonomy</b>	<b>Flexibility</b>	<b>Physical Challenge</b>	<b>Using my Mind</b>
<b>Balance</b>	<b>Freedom from Stress</b>	<b>Prestige</b>	<b>Variety</b>
<b>Challenge</b>	<b>Friendships</b>	<b>Public Contact</b>	<b>Working Alone</b>
<b>Competence</b>	<b>Fun</b>	<b>Recognition</b>	<b>Working in a Team</b>
<b>Competition</b>	<b>Goal Orientation</b>		



## INTERESTS CAN BE CULTIVATED

<b>Animals</b>	<b>Cooking</b>	<b>Gardening</b>	<b>Performing</b>	<b>Sports</b>
<b>Arts (Fine or Graphic)</b>	<b>Crafts</b>	<b>History/ Genealogy</b>	<b>Policy</b>	<b>Starting A Business</b>
<b>Auto or Home Repair</b>	<b>Education</b>	<b>Investing</b>	<b>Puzzles</b>	<b>Teaching/ Coaching/ Mentoring</b>
<b>Children/Next Generation</b>	<b>Environment</b>	<b>Music</b>	<b>Science</b>	<b>Travel</b>
<b>Collections</b>	<b>Family</b>	<b>New Social Circle</b>	<b>Service</b>	<b>Volunteering</b>
<b>Computers/ Electronics</b>	<b>Games</b>	<b>Outdoors</b>	<b>Spiritualism</b>	<b>Writing</b>



## SKILLS CAN BE LEARNED

Administration and Management	Data Analysis	Helping People	Human Resources	Research	Time Management
Arts/Music/Design	Database Management	Instructing/Teaching/Course Design	Planning	Sales and Marketing	Writing
Building/Construction	Diplomacy	Financial Management	Production/Processing	Science	
Clerical	Economics/Accounting	Mathematics	Programming	Speaking	
Problem Solving	Focus	Mechanical/Repairing	Public Safety/Security	Systems Analysis	
Computers/Electronics	Foreign Language	Negotiation	Quality Control Analysis	Telecommunications	



## MY BINGO CARD

**Values:**  
 Achievement  
 Creativity  
 Research  
 Public Contact  
 Develop a Legacy

	Interest 1 Science	Interest 2 Music	Interest 3 Communication	Interest 4 Service	Interest 5 Policy
Skill 1 Speaking/ Writing					
Skill 2 Data Analysis, Management					
Skill 3 Research					
Skill 4 Focus					
Skill 5 Diplomacy					



## HOW I DID THE BINGO CARD

### Values:

Achievement  
Creativity  
Research  
Public Contact  
Develop a Legacy

	Interest 1 Science	Interest 2 Music	Interest 3 Communication	Interest 4 Service	Interest 5 Policy
Skill 1 Speaking/ Writing			Develop a Legacy Career Counseling		
Skill 2 Data Analysis, Management		Achievement Creativity Research			
Skill 3 Research		"Ranking" Pop Music Books Series			
Skill 4 Focus					
Skill 5 Diplomacy	Public Contact UNIDO/ Minamata				Public Contact UNIDO/ Minamata



## VOLUNTEERING DURING PLAGUE YEARS

- **You have core competencies. You are:**
  - Literate
  - Numerate
  - Technically trained
  - Successful
  - ...and not everyone is
- Review your Values, Skills and Interests and consider the following opportunities





## MAKING DREAMS REALITY

- Keep a dream or curiosity list (some call it a bucket list)
  - When something new piques your interest
  - When there's a piece of your story missing
  - Most important: Write it down even if diffuse
  - Start easy with a book list, music list, travel list...
  - What would you do if you knew you couldn't fail?
- Review every three months and ask, "What's keeping me from doing these things?"
  - Example: "I want to go to Ireland to research my family history."
- Pick one out, and start setting goals

**On p. 15 of the Career Compass is a template for your Dream List**



## GOALS AND MILESTONES

- **Goals**
  - 6 month to 5 year time horizon
  - SMART: Specific, Measurable, Achievable, Realistic, Time-Bound
  - Example: "This year I'd like to visit the town my family came from"
- **Milestones**
  - Bite-sized: 1 month to 1 year time horizon
  - Stacked to lead to goals
  - Example: Identify the town; estimate the costs; create an itinerary; perhaps contact local genealogists...

*Life is a continuing process of setting goals, achieving them, celebrating the success and then setting new goals*

**On p 16 of the Career Compass is a Goal and Milestone template**



## VISION STATEMENT

- The desired future end-state; your long-range aspirations
- Identifies the human value (excellence, integrity, originality, equality, honesty, service...) in what you do
- Succinct and memorable
- Timeless: even if things change, the vision will often stay the same
- Consistent with your goals
- **Is 10 words or less**

**Example: “Productive, contributing, fun and stable until impact”**



## WHAT HUMANS NEED TO BE HAPPY

- *Somewhere to live*
- *Someone to love*
- *Something to do*
- *Something to hope for*

--Original unknown; adapted by many

Check regularly to see if these things are still in your life



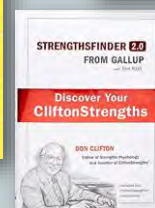
## THE TAKE-HOME LESSONS

- Prepare for and expect opportunity, adventure and surprise, then keep your eyes open
  - More interesting things seem to happen to a good storyteller
- Learn Optimism
  - There's got to be a pony in here somewhere
- Get involved, stay involved
  - Even if there are days you don't feel like it. This is a discipline.
- Develop your own name for this time (maybe not "retirement")
- Always have a Plan A and Plan B. Maybe execute them simultaneously
  - An all-weather Plan B: writing your story: who will tell it if you do not?
- Manage Your Expectations
- Be patient. As if staying at home all the time hadn't taught you that already.



## FIVE GREAT RESOURCES

- **Retirement Reinvention**  
by Robin Ryan  
Case studies of how retirement impacted others and hundreds of ideas for your next career
- **Retire Smart, Retire Happy**  
by Nancy Schlossberg  
Transition Theory and more about the Archetypes
- **Younger Next Year**  
by Chris Crowley & Henry S. Lodge, M.D.  
Why exercise is such an important part of this period of your life
- **StrengthsFinder 2.0**  
by Don Clifton  
Includes a description of 34 strengths and a test
- **Retirement by Design**  
by Ida O. Abbott, JD  
A guided workbook for creating a happy and purposeful future





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# Skydiving into Retirement

How to Actively Manage the Transition



**FREE Webinar** | TODAY at 2pm ET



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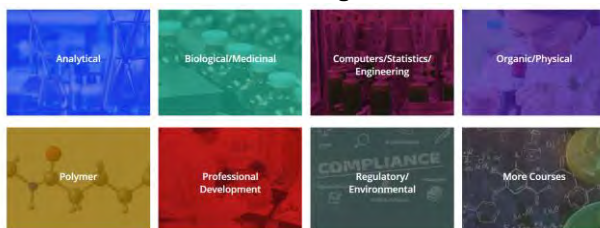
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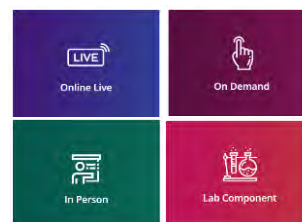
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American Chemical Society

**Presentation slides are available now! The edited recording will be made available as soon as possible.**

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## The Green Evolution

Sustainable Chemistry in Global Scholarly Education



Date: Thursday, September 9, 2021 @ 11am-12pm ET  
 Speakers: H.N. Cheng, 2021 ACS President / Frank Roschangar, Boehringer-Ingelheim and ACS Pharmaceutical Roundtable / Klaus Kümmerer, Leuphana University  
 Moderator: Mary Kirchoff, ACS Scientific Advancement

Register for Free!

#### What You Will Learn:

- How the current economic, socio-political, and safety/environmental trends all favor green chemistry innovations
- Why learning green chemistry at the university is an advantage to recent graduates to find great employment because it's a promising and emerging area, involving multidisciplinary teams, and encompassing new applications of chemical skills
- How green chemistry education plays a role in reshaping chemistry's image, contributing to a better world tomorrow

Co-produced with: ACS on Campus, ACS Green Chemistry Institute, CAS, and German Chemical Society

## Advancing Polymer Science with Organic Catalysts



Date: Wednesday, September 15, 2021 @ 2-3:30pm ET  
 Speakers: Andrew Dove, University of Birmingham, UK and Robert Waymouth, Stanford University

Moderator: Rachel Letteri, University of Virginia

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#### What You Will Learn:

- Application of organic catalysts for stereocontrolled step growth polymerization
- Development of high temperature organic catalysts for polymerization and depolymerization
- Using organic catalysts to selectively depolymerize plastic mixtures
- New designs for ultrafast organocatalytic polymerization reactions
- Synergies between continuous flow chemistry and rapid organocatalytic polymerization reactions
- New catalysts enabling the design of emerging functional materials for gene delivery

Co-produced with: ACS Division of Polymer Chemistry

## Designing Around Structural Alerts in Drug Discovery



Date: Friday, September 17, 2021 @ 2-3:15pm ET  
 Speaker: Nick Meanwell, Bristol-Myers Squibb

Moderator: Deepak Dalvie, Crinetics Pharmaceuticals

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#### What You Will Learn:

- The identity of structural alerts that have been associated with problems in drug discovery and development
- The fundamental mechanistic organic chemistry subtending structural alerts that are subject to bioactivation
- Strategies and tactics to design around structural alerts

Co-produced with: ACS Division of Medicinal Chemistry, American Association of Pharmaceutical Scientists, and ACS Publications

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