Quahana

Prior to a stroke in July 2012, Quahana loved to work out and maintained an active lifestyle. While recovering and completing physical therapy, she worried about finding a gym that offered adaptive exercise equipment. A therapist told Quahana about Paraquad’s fully accessible Health and Wellness Center. Upon visiting for the first time, she thought to herself, “This is amazing.” Because of her confidence and determination over the past year, Quahana recently began driving again and is employed in the marketing department at a St. Louis nonprofit agency. She continues to look forward to her twice-weekly workouts at Paraquad.

MISSION

Paraquad will empower people with disabilities to increase their independence through choice and opportunity.

VISION

Paraquad will be a leader in advancing the Independent Living philosophy. We envision an integrated community in which people with disabilities are valued and participate in all aspects of society.

CORE VALUES

Advocacy

Paraquad’s advocacy initiatives address physical and attitudinal barriers to community inclusion. We encourage people with disabilities to become aware of their rights and responsibilities under the law, to speak up for what they need and to reject discrimination and paternalism.

Independent Living Skills Training

Independent Living skills training assists people with disabilities in achieving Independent Living goals. Our specialists and the participants develop an individualized action plan for becoming more self-sufficient. Participants learn skills that will be helpful for living more independently.

Information And Referral

Paraquad operates an information and referral service for people with disabilities, community agencies and the general public. Our specialists provide information and referrals to community resources to assist individuals in achieving Independent Living goals.

Peer Consultation

Peer consultation empowers people with disabilities to explore options and to solve problems for any life-changing experiences. Peer consultation plays a significant role in the lives of people with disabilities as peers serve as role models, share personal experiences and provide skills training for Independent Living.
MESSAGE FROM AIMEE WEHMEIER
EXECUTIVE DIRECTOR AND CEO

Because of your support in 2013, thousands of people with disabilities living in the St. Louis region received an array of services that supported their individual goals of independence.

That’s the bottom line behind the data, demographics, financial statements and even the stories and photos. Your support has made a positive difference in the lives of 2,651 people—nearly a quarter of whom connected with Paraquad for the first time in 2013.

This Annual Report is how we quantify these results, with highlights that include:

- **221** youths and adults participated in education services to help them prepare for next steps in their professional careers or to increase their Independent Living skills.
- **208** participants got a job or received support to succeed at a job.
- **347** participants transitioned from homelessness or institutional settings to Independent Living.
- **1,184** participants maintained their independence through personal care services.

Paraquad serves people of all ages, with diverse backgrounds and with all types of disabilities, as shown in our demographic data. Our financial information illustrates that we continue to hold a strong financial position, even as we recognize the need and opportunities to further diversify funding to secure our future.

Paraquad’s programs and services can truly empower a person to increase his or her independence.

- Following a leg amputation, Gloria was placed in a nursing home. But she knew that she wanted to live independently. After months of self-determination and with empowerment and resources from Paraquad, she now lives in her own home and offers encouragement and peer support to other women with disabilities.
- Ken felt isolated and wanted to interact with other people more directly and without the help of a sign language interpreter. A specialist in Paraquad’s Consumer Directed Services (CDS) department told Ken about a program that would help him get a videophone. He is now able to call any person or business he wants without limitations. Like Gloria, Ken also now attends support group meetings at Paraquad.

I’m proud to say that the mission and philosophy of Independent Living is alive and well in St. Louis. Our participants have access to the resources, expertise, equipment, training and opportunities to achieve their personal goals, and we continue to move toward a future where people with disabilities are fully integrated into all sectors of our community.

Notwithstanding all of our successes this past year, there’s still plenty of work to be done. We have ambitious goals, including increasing access to health and wellness services for people with disabilities. We also want to expand our youth programs and continue to grow our employment programs. Perhaps most importantly, we want to ensure that anyone who can benefit from any of Paraquad’s services recognizes us as “The Disability Experts” in St. Louis.

Thanks to you, we have the confidence and support to achieve those goals.

With gratitude,

Aimee Wehmeier
Executive Director and CEO
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AT&T Missouri

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Jim Zaitz
Express Scripts

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Guan Hollins
Chief Operating Officer
Chris Camene
Chief Program Officer
Pamela Hastings Perlmutter
Director, Development and
Public Relations
Sarah Durbin
Director, Public Policy and Advocacy
Lindsey Bean-Kampwerth
Director, Assistive Technology Center
Jennifer Haycraft
Director, Consumer Directed Services/
Consumer Attendant Services
Kena Johnson
Manager, In-Home Services
Michele Jones
Director, Human Resources
and Compliance
Xenia Naert
Director, DEAF Way Interpreting and
Community Services
Angie Seigler
Director, Employment and
Vocational Services
Anna Zelinske, M.A., CRC
Director, Independent Living Programs
As the largest organization in the St. Louis region serving members of the disability community, Paraquad was proud to serve 2,651 people with disabilities in 2013.

**Programs**

- **Assistive Technology Center**
  - Assistive Technology Reutilization Program
  - Accessible Exercise Program
  - Wheelchair Repair Services

- **DEAF Way Interpreting and Community Services**
  - Deaf and Hard of Hearing Services
  - Interpreting Services
  - Sign Language Classes
  - Video Remote Interpreting Services

- **Education Services**
  - Continuing Education
  - Supported Education

- **Employment**
  - Show-Me Employment Project
  - Supported Employment Services
  - Volunteer Opportunity Project

- **Independent Living**
  - Community Transition Services
  - Home Modifications and Assistance
  - Home Access Services
  - Independent Living Skills Training
  - Information and Referral
  - Peer Support Services
  - Rental and Mortgage Assistance
  - Telephone Access Program
  - Youth and Family Services

- **Personal Attendant Services**
  - Consumer Directed Services
  - In-Home Services

- **Public Policy and Advocacy**
  - Community Advocates
  - Disability Coalition on Health Care Reform
  - Legislative Advocacy
  - Missouri Disability Vote Project

### Services 2013 Direct Services

<table>
<thead>
<tr>
<th>Service</th>
<th># of People</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistive Technology</td>
<td>731</td>
</tr>
<tr>
<td>Continuing and Supported Education</td>
<td>221</td>
</tr>
<tr>
<td>DEAF Way</td>
<td>270</td>
</tr>
<tr>
<td>Employment</td>
<td>208</td>
</tr>
<tr>
<td>Housing</td>
<td>23</td>
</tr>
<tr>
<td>Independent Living</td>
<td>230</td>
</tr>
<tr>
<td>Peer Support</td>
<td>309</td>
</tr>
<tr>
<td>Personal Attendant</td>
<td>1,184</td>
</tr>
<tr>
<td>Transition</td>
<td>347</td>
</tr>
<tr>
<td>Youth and Family</td>
<td>160</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>3,683</strong></td>
</tr>
</tbody>
</table>

*Includes duplicated participants by service area; total participants served during FY 2013 is 2,651.

Paraquad’s DEAF Way Interpreting and Community Services has been the St. Louis area’s leading source for sign language interpreting needs for more than 15 years. Whether an interpreter is required for a single assignment or on an ongoing basis, DEAF Way’s goal is to provide clients with the highest quality professional interpreters.

DEAF Way interpreters’ knowledge of language modes for the Deaf include ASL (American Sign Language), PSE (Pidgin Signed English), CASE (Conceptually Accurate Signed English), SEE (Signed Exact English), Deaf/Blind (tactile interpreting for people with limited vision or totally blind) and oral interpreting. Interpreters are available 24 hours a day, 7 days a week.
In 2013 Paraquad’s Public Policy and Advocacy Department spent more than 12,000 hours working with participants, legislators and community members in the following areas: systemic and individual advocacy, public policy, grassroots organizing, civic engagement, legal rights and education, accessibility and compliance and community collaboration.
## Statement of Financial Position

For the year ended September 30, 2013

### Assets

<table>
<thead>
<tr>
<th>Current Assets</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$2,734,978</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>1,856,618</td>
</tr>
<tr>
<td>Promise to give</td>
<td>127,803</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>153,685</td>
</tr>
<tr>
<td>Other assets</td>
<td>7,512</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td><strong>4,880,596</strong></td>
</tr>
<tr>
<td>Property and Equipment</td>
<td>11,355,583</td>
</tr>
<tr>
<td>Investments</td>
<td>3,018,559</td>
</tr>
<tr>
<td>Bond Issue Costs</td>
<td>28,173</td>
</tr>
<tr>
<td>Assets Restricted for Endowment</td>
<td>200,000</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$19,482,911</strong></td>
</tr>
</tbody>
</table>

### Liabilities and Net Assets

<table>
<thead>
<tr>
<th>Current Liabilities</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Current maturities of long-term obligations</td>
<td>$210,670</td>
</tr>
<tr>
<td>Accounts payable</td>
<td>690,099</td>
</tr>
<tr>
<td>Accrued payroll</td>
<td>1,231,539</td>
</tr>
<tr>
<td>Deferred revenues</td>
<td>44,160</td>
</tr>
<tr>
<td>Other current liabilities</td>
<td>1,087</td>
</tr>
<tr>
<td><strong>Total Current Liabilities</strong></td>
<td><strong>2,177,555</strong></td>
</tr>
<tr>
<td>Long-Term Obligations</td>
<td>7,790,102</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>9,967,657</strong></td>
</tr>
<tr>
<td>Net Assets</td>
<td></td>
</tr>
<tr>
<td>Unrestricted</td>
<td></td>
</tr>
<tr>
<td>Operations</td>
<td>2,814,081</td>
</tr>
<tr>
<td>Net investments in property and equipment</td>
<td>3,354,811</td>
</tr>
<tr>
<td>Board designated for endowment</td>
<td>2,943,974</td>
</tr>
<tr>
<td><strong>Total Unrestricted</strong></td>
<td><strong>9,112,866</strong></td>
</tr>
<tr>
<td>Temporarily Restricted</td>
<td>202,388</td>
</tr>
<tr>
<td>Permanently Restricted</td>
<td>200,000</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>9,515,254</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$19,482,911</strong></td>
</tr>
</tbody>
</table>
# Statement of Activities

For the year ended September 30, 2013

## Public Support, Revenues and Gains

<table>
<thead>
<tr>
<th>Source</th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$160,126</td>
<td>$75,000</td>
<td></td>
<td>$235,126</td>
</tr>
<tr>
<td>United Way</td>
<td>160,214</td>
<td>52,803</td>
<td></td>
<td>213,017</td>
</tr>
<tr>
<td><strong>Grants</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Federal</td>
<td>889,155</td>
<td></td>
<td></td>
<td>889,155</td>
</tr>
<tr>
<td>State</td>
<td>224,710</td>
<td></td>
<td></td>
<td>224,710</td>
</tr>
<tr>
<td>Other</td>
<td>762,902</td>
<td></td>
<td></td>
<td>762,902</td>
</tr>
<tr>
<td>Program service fees</td>
<td>8,010,408</td>
<td></td>
<td></td>
<td>8,010,408</td>
</tr>
<tr>
<td>Investment income</td>
<td>393,992</td>
<td>32,049</td>
<td></td>
<td>426,041</td>
</tr>
<tr>
<td>Special events net of expenses</td>
<td>41,266</td>
<td></td>
<td></td>
<td>41,266</td>
</tr>
<tr>
<td>Rental income</td>
<td>376,968</td>
<td></td>
<td></td>
<td>376,968</td>
</tr>
<tr>
<td>Miscellaneous income</td>
<td>1,863</td>
<td></td>
<td></td>
<td>1,863</td>
</tr>
<tr>
<td>Net assets released from</td>
<td>136,776</td>
<td></td>
<td></td>
<td>136,776</td>
</tr>
<tr>
<td><strong>Total Public Support, Revenues and Gains</strong></td>
<td>$11,158,380</td>
<td>$23,076</td>
<td></td>
<td>$11,181,456</td>
</tr>
</tbody>
</table>

## Expenses

### Program Services

<table>
<thead>
<tr>
<th>Service</th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult</td>
<td>$2,922,812</td>
<td></td>
<td></td>
<td>$2,922,812</td>
</tr>
<tr>
<td>Youth and Family</td>
<td>143,806</td>
<td></td>
<td></td>
<td>143,806</td>
</tr>
<tr>
<td>Consumer Directed Services</td>
<td>2,418,041</td>
<td></td>
<td></td>
<td>2,418,041</td>
</tr>
<tr>
<td>Education and Employment Services</td>
<td>801,159</td>
<td></td>
<td></td>
<td>801,159</td>
</tr>
<tr>
<td>DEAF Way</td>
<td>1,383,716</td>
<td></td>
<td></td>
<td>1,383,716</td>
</tr>
<tr>
<td>In-Home Services</td>
<td>858,289</td>
<td></td>
<td></td>
<td>858,289</td>
</tr>
<tr>
<td><strong>Total Program Services</strong></td>
<td>8,527,823</td>
<td></td>
<td></td>
<td>8,527,823</td>
</tr>
</tbody>
</table>

### Management and General

<table>
<thead>
<tr>
<th>Service</th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management and general</td>
<td>1,668,663</td>
<td></td>
<td></td>
<td>1,668,663</td>
</tr>
<tr>
<td>Development</td>
<td>428,030</td>
<td></td>
<td></td>
<td>428,030</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>10,624,516</td>
<td></td>
<td></td>
<td>10,624,516</td>
</tr>
</tbody>
</table>

## Increase (Decrease) in Net Assets

<table>
<thead>
<tr>
<th>Source</th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase (Decrease) in Net Assets</td>
<td>533,864</td>
<td>23,076</td>
<td></td>
<td>556,940</td>
</tr>
</tbody>
</table>

## Net Assets - Beginning of Year

<table>
<thead>
<tr>
<th>Source</th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Assets - Beginning of Year</td>
<td>8,579,002</td>
<td>179,312</td>
<td>200,000</td>
<td>8,958,314</td>
</tr>
</tbody>
</table>

## Net Assets - End of Year

<table>
<thead>
<tr>
<th>Source</th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Assets - End of Year</td>
<td>$9,112,866</td>
<td>$202,388</td>
<td>200,000</td>
<td>$9,515,254</td>
</tr>
</tbody>
</table>

## Paraquad Expense and Revenue Summary

- **Program Expenses**
  - DEAF Way: 16.2%
  - In-Home Services: 10.1%
  - Education Services: 9.4%
  - Consumer Directed Services: 28.3%
  - Adult: 34.3%
  - Youth and Family: 1.7%

- **Total Expenses**
  - Program: 80.3%
  - Development: 4%

- **Revenue Sources**
  - Grants: 16.8%
  - United Way/Contributions: 4%
  - Program service fees: 71.8%
## CONTRIBUTORS

### GOVERNMENT
Affordable Housing Trust Fund  
Centers for Medicare and Medicaid Services  
Missouri Assistive Technology Advisory Council  
Missouri Department of Elementary and Secondary Education  
Missouri Department of Health and Senior Services  
Missouri Department of Health and Senior Services, Senior and Disability Services  
Missouri Department of Transportation  
Missouri Medicaid Audit and Compliance Unit  
Productive Living Board  
Social Security Administration  
St. Louis Community-University Health Research Partnership  
St. Louis County Department of Planning, Office of Community Development  
St. Louis Office for Developmental Disability Resources  
U.S. Department of Education, Rehabilitation Services Administration

### MORTON MAY SOCIETY
**$5,000 or more**  
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Dana Brown Charitable Trust  
Emerson  
Express Scripts Inc.  
Gertrude And William A. Bernoudy Foundation  
Mr. and Mrs. Robert Graebe  
Missouri Foundation for Health  
Monsanto Fund  
Newman’s Own Foundation  
Pulaski Bank  
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United Way of Greater St. Louis  
Webster University

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Dr. William H. Danforth  
Edward and Thea Lawton Foundation  
The Gellman Team  
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PARIC Corp.  
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Schwarm Farms  
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Sigma-Aldrich Corp.  
The Starkloff Disability Institute  
Suburban Journals Old Newsboys Fund for Children  
United Access

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Mr. and Mrs. Mark Messmer  
Pecha Family Foundation  
Mr. Gary Podhorsky  
Mr. Richard Roloff  
Saint Louis University  
Southern Bus and Mobility  
Mr. and Mrs. George Waller

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Anonymous  
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Mr. and Mrs. Mark Bates  
Mr. Scott Bates  
Mr. and Mrs. William Bachmann  
Mr. and Mrs. George Bitting  
Boeing Co. Employee Community Fund  
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Ms. Kathryn Capps  
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Cement Masons Union Local No. 527  
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Ms. Dolly Darigo  
Mr. and Mrs. Steven Davis  
Mr. and Mrs. David Dempsey Jr.  
Mr. Howard DeVane  
Diversity Awareness Partnership  
EVNTIV  
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Mr. and Mrs. James Gaebler  
Ms. Janice Gitt  
Dr. Martin Gordon  
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Mr. and Mrs. Ted Hoef  
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Mr. and Mrs. John Hanpeter  
Mr. and Mrs. Donald Hastings  
Dr. J. Gibson Henderson  
Home State Health of Missouri  
Mr. Larry Hummel  
Mr. Timothy Hurst  
Mr. and Mrs. Timothy Huskey  
IFF  
JPMorgan Chase & Co.  
K&S Associates Inc.  
Ms. Ann Kelly  
Ms. Kim Killian  
Mr. Donald Kloppenburg  
Mr. and Mrs. Don Kornblut  
Mr. and Mrs. Andrew Lackey  
Mr. and Mrs. Jarvis Lambert  
Ms. Berkley Land  
Dr. and Mrs. William Landau  
Mr. Jeffrey Lee  
Ms. Kathy Lovell  
Mr. Tony McCarthy  
Mr. and Mrs. Chase McKeague  
Mr. and Mrs. David McKee  
Mead Electric Co. Inc.  
Mr. Anthony Meneses
CONTRIBUTORS

Mr. Albert Mielcuszny
Mr. Paul Minorini
Missouri Foundation for Health
Mr. Peter Moisio
Moosefish Web Services
Ms. Ike Nalbantoglu
Ms. Kathleen O’Donnell
Mr. and Mrs. Willard Olmstead
Mr. and Mrs. Jai Park
Pfizer United Way Campaign
Mr. William Piper
Mr. and Mrs. Kevin Power
Premiere Entertainment Corp.
Mr. David Pruessner
Mr. Jim Radford
Dr. David Reidel and Hon. Margaret Donnelly
Mr. and Mrs. Andrew Rothschild
Mr. and Mrs. John Rowe
RubinBrown LLP
Mr. and Mrs. E. J. Rummel
Mr. and Mrs. Larry Rummel
Mr. and Mrs. O. R. Rummel
Ms. Patricia Rummel
Salem Lutheran Church and School
Ms. Julie Salih
Mr. and Mrs. Peter Salsich Jr.
Mr. Daniel Schesch
Mr. Ben Senturia and Ms. Bronwen Zwirner
Mr. and Mrs. Richard Solomon
Southern Bus & Mobility Inc.
Mr. and Mrs. Edwin Sprung
Hon. Richard Teitelman
Ms. Joann Tiemann
Ms. Mary Tonkin
Mr. and Mrs. Craig Towerman
Mr. and Mrs. Michael Tubbs
Mr. Lance Turner
Mr. and Mrs. David Valentik
Mr. William Wallace
Mr. and Mrs. Warren Winer
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Ms. Arlene Torrillo
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United Way of Greater Cincinnati
Ms. Susan Veidt
Ms. Marie Venturella
Mr. and Mrs. James Vessell
Lucretia

Lucretia has been a participant in Paraquad’s continuing education classes for 13 years. During that time, she’s learned valuable life skills like how to count money and how to have successful social relationships with other people. But Lucretia feels the most rewarding classes she’s taken deal with job readiness and basic cooking techniques.

Prior to enrolling in classes last spring, Lucretia set a personal goal of having a job by the end of the semester. At the conclusion of the 10-week classes, she was employed as a cook for the Salvation Army.

Lucretia credits Paraquad’s inclusive and encouraging environment as keys to her success. And, by the way, her favorite dishes to prepare are homemade lasagna and chicken wings.
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Honorees: City of Clayton, Mercy, Monsanto, Sansone Group, Webster University
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Paraquad Inc.
5240 Oakland Avenue
St. Louis, Missouri 63110
(314) 289-4200
www.paraquad.org

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