

Aptitude Test At Arcelormittal

Developed for the Ultimate Introductory Engineering Course Introduction to Engineering: An Assessment and Problem-Solving Approach incorporates experiential, and problem- and activity-based instruction to engage students and empower them in their own learning. This book compiles the requirements of ABET, (the organization that accredits most US engineering, computer science, and technology programs and equivalency evaluations to international engineering programs) and integrates the educational practices of the Association of American Colleges and Universities (AAC&U). The book provides learning objectives aligned with ABET learning outcomes and AAC&U high-impact educational practices. It also identifies methods for overcoming institutional barriers and challenges to implementing assessment initiatives. The book begins with an overview of the assessment theory, presents examples of real-world applications, and includes key assessment resources throughout. In addition, the book covers six basic themes: Use of assessment to improve student learning and educational programs at both undergraduate and graduate levels Understanding and applying ABET criteria to accomplish differing program and institutional missions Illustration of evaluation/assessment activities that can assist faculty in improving undergraduate and graduate courses and programs Description of tools and methods that have been demonstrated to improve the quality of degree programs and maintain accreditation Using high-impact educational practices to maximize student learning Identification of methods for overcoming institutional barriers and challenges to implementing assessment initiative A practical guide to the field of engineering and engineering technology, Introduction to Engineering: An Assessment and Problem-Solving Approach serves as an aid to both instructor and student in developing competencies and skills required by ABET and AAC&U.

Résolument pratique, enrichi d'avis d'experts et de retours d'expérience, ce manuel pratique de la médiation propose des fiches mémo, un carnet d'entraînement, des guides d'entretien, des exemples de cartes créatives et des conseils clés et donne plus de place dans sa nouvelle édition à la pratique de la médiation dans la nature et en forêt.

The use of psychometric tests in job selection procedures is more prominent than ever and for unprepared candidates they represent a considerable challenge that can get in the way of them successfully landing a new job. The best-selling Ultimate Psychometric Tests, now in its third edition, is the biggest book of its kind, containing over 1000 practice test questions of a multitude of different types of tests with accompanying answers and explanations. Also including an overview of which companies employ which tests, including L'Oreal, Sony, HMV, Toyota and IKEA among others, it has plenty of advice on how to get test-wise and seriously improve scoring. Providing sample questions from all the major types of test, including verbal reasoning, numerical reasoning, personality questionnaires, non-verbal and diagrammatic reasoning, new tests also now include spatial recognition and visual estimation, situational awareness tests as well as quantities and conversion tests. From the popular Ultimate series, this is the definitive guide to acing any type of psychometric testing you encounter as well as keeping your mind sharp and active.

Train driver interview questions and answers provides the reader with sample questions and responses to the criteria based and structured interviews.

While there are those who say manufacturing is dying, it is not and will not. Without a universal vow of poverty, growing economies will only increase demand. Manufacturing in the 21st century is not a question of if -- Rather, it is a function of why, what, who, where, and how. The nature and pace of change in those factors are overwhelming many. Fear, futile resistance, and uncertainty are common. While manufacturing will not die, individual manufacturing companies will if they do not learn to thrive in this new world. This book is a dynamic guide for manufacturing leaders who want to reduce the ambiguity and overwhelming changes and develop a realistic, progressive, and responsive thinking process that enables success. It provides a business operating system framework that is the foundation for connecting the many pieces of a manufacturing business into an effective, profitable operation. The author walks through the elements, relationships, capabilities, and mutability 21st-century manufacturing requires. Executives of manufacturing companies will be better able to think about and execute viable strategies leveraging the changing economy. Essentially, manufacturing is becoming increasingly complex, as are business and socioeconomic and political realities. Rapidly evolving technology adds to the confusing environment that precludes "more of the same, better, faster and cheaper" as a workable business strategy. The tsunami of information hitting owners and leaders is overwhelming many, and it is easy to become frozen in place. Economic growth and improving standards of living require that all of this change be broken into bite-size understandable pieces that thaw the minds of executives, allowing them to assess what is best right now, and move forward. This book does not overwhelm with details and models; rather it provides thinking and examples in small chunks that enable manufacturers to develop and master skills for high-level strategic leadership in ambiguity.

What creates corporate reputations and how should organizations respond? Corporate reputation is a growing research field in disciplines as diverse as communication, management, marketing, industrial and organizational psychology, and sociology. As a formal area of academic study, it is relatively young with roots in the 1980s and the emergence of specialized reputation rankings for industries, products/services, and performance dimensions and for regions. Such rankings resulted in competition between organizations and the alignment of organizational activities to qualify and improve standings in the rankings. In addition, today's changing stakeholder expectations, the growth of advocacy, demand for more disclosures and greater transparency, and globalized, mediatized environments create new challenges, pitfalls, and opportunities for organizations. Successfully engaging, dealing with, and working through reputational challenges requires an understanding of options and tools for organizational decision-making and stakeholder engagement. For the first time, the vast and important field of corporate reputation is explored in the format of an encyclopedic reference. The SAGE Encyclopedia of Corporate Reputation comprehensively overviews concepts and techniques for identifying, building, measuring, monitoring, evaluating, maintaining, valuing, living up to and/or changing corporate reputations. Key features include: 300 signed entries are organized in A-to-Z fashion in 2 volumes available in a choice of electronic or print formats Entries conclude with Cross-References and Further Readings to guide students to in-depth resources. Although organized A-to-Z, a thematic "Reader's Guide" in the front matter groups related entries by broad areas A Chronology provides historical perspective on the development of corporate reputation as a discrete field of study. A Resource Guide in the back matter lists classic books, key journals, associations, websites, and selected degree programs of relevance to corporate reputation. A General Bibliography will be accompanied by visual maps noting the relationships between the various disciplines touching upon corporate reputation studies. The work concludes with a comprehensive Index, which—in the electronic version—combines with the Reader's Guide and Cross-References to provide thorough search-and-browse capabilities

First published in 1989. Routledge is an imprint of Taylor & Francis, an informa company.

This package includes a physical copy of Exploring Strategy text only 10th edition as well as access to the eText and MyStrategyLab. With over one million copies sold worldwide, Exploring Strategy has long been the essential introduction to strategy for the managers of today and tomorrow. From entrepreneurial start-ups to multinationals, charities to government agencies, this book raises the big questions about organisations - how they grow, how they innovate and how they change. With two new members added to the renowned author team, this tenth edition of Exploring Strategy has been comprehensively updated to help you: - Understand clearly the key concepts and tools of strategic management - Explore hot topics, including internationalisation, corporate governance, innovation and entrepreneurship - Learn from case studies on world-famous organisations such as Apple, H&M, Ryanair and Manchester United FC.

A Financial Times Best Book of the Year Shortlisted for the Lionel Gelber Prize There has always been some gap between rich and poor in this country, but recently what it means to be rich has changed dramatically. Forget the 1 percent—Plutocrats proves that it is the wealthiest 0.1 percent who are outpacing the rest of us at breakneck speed. Most of these new fortunes are not inherited, amassed instead by perceptive businesspeople who see themselves as deserving victors in a cutthroat international competition. With empathy and intelligence, Plutocrats reveals the consequences of concentrating the world's wealth into fewer and fewer hands. Propelled by fascinating original interviews with the plutocrats themselves, Plutocrats is a tour de force of social and economic history, the definitive examination of inequality in our time.

Human Resource Management: Pearson Education India

London's Urban Landscape is the first major study of a global city to adopt a materialist perspective and stress the significance of place and the built environment to the urban landscape. Edited by Christopher Tilley, the volume is inspired by phenomenological thinking and presents fine-grained ethnographies of the practices of everyday life in London. In doing so, it charts a unique perspective on the city that integrates ethnographies of daily life with an analysis of material culture. The first part of the volume considers the residential sphere of urban life, discussing in detailed case studies ordinary residential streets, housing estates, suburbia and London's mobile 'linear village' of houseboats. The second part analyses the public sphere, including ethnographies of markets, a park, the social rhythms of a taxi rank, and graffiti and street art. London's Urban Landscape returns us to the everyday lives of people and the manner in which they understand their lives. The deeply sensuous character of the embodied experience of the city is invoked in the thick descriptions of entangled relationships between people and places, and the paths of movement between them. What stories do door bells and house facades tell us about contemporary life in a Victorian terrace? How do antiques acquire value and significance in a market? How does living in a concrete megastructure relate to the lives of the people who dwell there? These and a host of other questions are addressed in this fascinating book that will appeal widely to all readers interested in London or contemporary urban life.

Fabricating Modern Societies: Education, Bodies, and Minds in the Age of Steel offers new interdisciplinary and transnational perspectives on industrialization and societal transformation in early-twentieth-century Luxembourg by analyzing social-educational initiatives and various technologies of modernity and their effects.

This book provides insight into the Life Cycle Management (LCM) concept and the progress in its implementation. LCM is a management concept applied in industrial and service sectors to improve products and services, while enhancing the overall sustainability performance of business and its value chains. In this regard, LCM is an opportunity to differentiate through sustainability performance on the market place, working with all departments of a company such as research and development, procurement and marketing, and to enhance the collaboration with stakeholders along a company's value chain. LCM is used beyond short-term business success and aims at long-term achievements by minimizing environmental and socio-economic burden, while maximizing economic and social value.

How to pass the RAF Airman Test which forms part of the selection process for joining the Royal Air Force. Contains over 170 pages of sample test questions and advice.

Aiming to bridge the gap between theory and application, this work focuses on strategic management.

How to Pass Professional Level Psychometric Tests contains a wealth of practice questions to help prepare you for exactly the type of tests you will face in recruitment assessments for professional careers. A staggering 650 questions and answers, consisting of 20 timed practice tests reflect real life exams favoured by the most popular organisations. It is particularly useful for those facing aggressive psychometric tests, particularly candidates for careers in IT, management and finance. Also including practice questions for common verbal reasoning and numerical tests, How to Pass Professional Level Psychometric Tests provides essential help and preparation to improve your score and gain the competitive edge over the competition.

This book emphasizes the scientific origin of deformation and damage of FRP composites under various environmental effects and analyses present understanding on degradation mechanisms, role of interfaces and addition of nanofillers Discusses micro-characterization of composites and interfaces, also includes micro-mechanisms and microscopic evidences to establish the structure-property correlation Elucidates advantages and limitations of FRP composites in supercritical applications

At the end of Liberia's thirteen-year civil war, the devastated population struggled to rebuild their country and come to terms with their experiences of violence. During the first decade of postwar reconstruction, hundreds of humanitarian organizations created programs that were intended to heal trauma, prevent gendered violence, rehabilitate former soldiers, and provide psychosocial care to the transitioning populace. But the implementation of these programs was not always suited to the specific mental health needs of the population or easily reconciled with the broader aims of reconstruction and humanitarian peacekeeping, and psychiatric treatment was sometimes ignored or unevenly integrated into postconflict humanitarian health care delivery. Searching for Normal in the Wake of the Liberian War explores the human experience of the massive apparatus of trauma-healing and psychosocial interventions during the first five years of postwar reconstruction. Sharon Alane Abramowitz draws on extensive fieldwork among the government officials, humanitarian leaders, and an often-overlooked population of Liberian NGO employees to examine the structure and impact of the mental health care interventions, in particular the ways they were promised to work with peacekeeping and reconstruction, and how the reach and effectiveness of these promises can be measured. From this courageous ethnography emerges a geography of trauma and the ways it shapes the lives of those who give and receive care in

postwar Liberia.

This book brings together leading scholars and practitioners working in the job skills field to examine what research tells us about the current state of the U.S. skills system in comparative perspective and the changes that are required for the future.

Mechanical comprehension tests are used widely during technical selection tests within the careers sector. Mechanical comprehension and reasoning tests combine many different elements. The test itself is usually formed of various pictures and diagrams that illustrate different mechanical concepts and principles. Mechanical comprehension and reasoning tests are normally highly predictive of performance in manufacturing, technical and production jobs. This comprehensive guide will provide you with sample test questions and answers to help you prepare for your mechanical comprehension test. An explanation of the tests and what they involve; Sample timed-tests to assist you during your preparation; Advice on how to tackle the tests; Understanding mechanical advantage; Answers and explanations to the questions; An introduction chapter for fault diagnosis.

En quelque trente ans, peu d'industries ont connu une mutation comparable à celle qui a « changé la donne » dans les différents secteurs de l'énergie : pétrole, gaz, charbon, électricité, nucléaire, renouvelables. Les changements technologiques, les rapports de force entre pays, le comportement des acteurs, les décisions politiques mettant le marché au coeur de toutes les réformes, autant de déterminants majeurs qui ont bouleversé les fondamentaux mêmes de ces activités. Comment les prix se forment-ils sur ces différents marchés ? Comment tenir compte des deux dimensions de l'énergie : un bien stratégique, mais aussi de service public ? Ce qui vaut pour une énergie est-il pertinent pour les autres ? Le marché peut-il toujours se substituer à la planification et à quelles conditions ? Quels sont les liens entre énergie et environnement ? Voilà quelques questions, parmi beaucoup d'autres, auxquelles cet ouvrage - dans sa troisième édition actualisée - apporte des réponses. Il dresse un bilan de ces changements, basé sur une analyse économique rigoureuse des secteurs et du « bien-énergie » dans son ensemble. Il fournit également de nombreuses données chiffrées et institutionnelles présentées de manière synthétique et propose des analyses critiques des politiques menées en Europe et dans le monde. Si la démarche est d'abord méthodologique, le texte fournit également de nombreux exemples de situations pratiques observées et des études de cas. Ce livre peut satisfaire un large public : étudiants ingénieurs, en licence ou maîtrise d'économie et de sciences politiques, responsables et observateurs de l'industrie de l'énergie et de l'économie dans son ensemble. La 1re édition de l'ouvrage Énergie a obtenu le prix AFSE du meilleur manuel d'économie (2011).

"This volume is not a random collection of papers presented at the conference but rather a monograph presenting in a structured manner some of the topical issues related to this subject. It provides an overview of various aspects of the current status, development and practice of rights of access to information, public participation in decision-making and access to justice in environmental matters following their codification as non-binding principles in Principle X of the Rio Declaration. The book goes far beyond presenting merely the issues related to environmental procedural rights in Europe: it brings together the expertise of worldwide legal scholars, representing a wide range of legal cultures, to discuss the adoption and implementation of procedural environmental rights in different jurisdictions and under various legal instruments. Furthermore, it provides insight into the various aspects of procedural environmental rights ranging from theoretical issues of global application to practical problems at local level"--Back cover.

2020 Quick Pick for Reluctant Young Adult Readers—YALSA/ALA &“An empathetic tale that treats homelessness with respect and makes it visible.&”—Kirkus Reviews Seventeen-year-old Abby Lunde and her family are living on the streets. They had a normal life back in Omaha but, thanks to her mother's awful mistake, they had to leave behind what little they had for a new start in Rochester. Abby tries to be an average teenager—fitting in at school, dreaming of a boyfriend, college and a career in music. But Minnesota winters are unforgiving, and so are many teenagers. Her stepdad promises to put a roof over their heads, but times are tough for everyone and Abby is doing everything she can to keep her shameful secret from her new friends. The divide between rich and poor in high school is painfully obvious, and the stress of never knowing where they're sleeping or where they'll find their next meal is taking its toll on the whole family. As secrets are exposed and the hope for a home fades, Abby knows she must trust those around her to help. But will her new friends let her down like the ones back home, or will they rise to the challenge to help them find a normal life? "We, her readers, are drawn in from the first page. This lovely book has tremendous heart.&”—Brandon Hobson, author of Where the Dead Sit Talking

In the new era, where every person's actions have the potential to have a global impact, we must redefine what it means to be a true professional.' By common definition, a professional is someone who possesses the skills and knowledge necessary to do a job—whether it's a top degree from a prestigious university or simply years of on-the-job training. For centuries, we have relied on this definition to help us determine who is capable and who is not, often assuming that the person with the most professional characteristics is the best one for the job. But every day we see examples of so-called professionals who do more harm than good: a few irresponsible bankers whose get-rich-quick schemes led to a global financial meltdown; a once-respected hedge fund manager charged with running the world's largest Ponzi scheme and robbing his clients of billions; a team of executives siphoning funds from their employees pension plans...the list goes on. All of these people had the qualities necessary to do their jobs well, but instead they chose to abuse and corrupt their professions for their own personal gain. So how can we weed out the best from the worst when the accepted standards are no longer enough, and when even the most powerful and respected among us cannot be trusted to behave responsibly or ethically? According to businessman and bestselling author Subroto Bagchi, the first step is to redefine what it means to be a professional. Today, it takes more than just aptitude—it takes a commitment to doing what's right, not only for your business, but for society as a whole. In a world where patients, clients, and customers can no longer

completely trust the advice given to them, The Professional outlines the explicit and implicit code of conduct. The Professional is a must read for anyone looking for a little clarity in an increasingly blurry world.

IQ and psychometric tests are increasingly used in recruitment and selection procedures by those companies who want to ensure they employ workers of the highest calibre. With hundreds of questions on verbal, numerical and spatial ability, memory, creativity and personality, IQ and Psychometric Tests will help you to weigh up your strengths and weaknesses and improve your score. It also includes two full length IQ tests. Vital preparation for anyone facing these tests as part of a recruitment procedure, IQ and Psychometric Tests will also appeal to anyone who enjoys stretching their mind and exercising their brain.

In a world where the built environment seems ever more shaped by invisible market forces, where modern architecture can seem to dissolve into a generic void, sometimes it takes a very special person to make a difference. Alexander Boris de Pfeffel Johnson was Mayor of London from 2008 until 2016, during which time he took a remarkably keen interest in the built environment, commissioning, guiding, and shaping all manner of different projects. With his achievements he showed us all that massive privilege, leaping ambition, no concern for detail and a wasp's attention span needn't hold you back when it comes to creating terrible architecture. Nincompoopolis examines the built legacy of Johnson's tenure, from his embarrassing follies to the folly of his policies, and wonders if there's anything that can be learned from letting someone like him have a go at one the world's great cities.

Human Resource Management presents multifaceted and all-inclusive information that will be useful to students of human resource management as well as practising human resource managers. Using a highly readable style and real-life examples from Indi

An anatomy of failed-state Britain, by the author of A Guide to the New Ruins of Great Britain. In A Guide to the New Ruins of Great Britain, Owen Hatherley skewered New Labour's architectural legacy in all its witless swagger. Now, in the year of the Diamond Jubilee and the London Olympics, he sets out to describe what the Coalition's altogether different approach to economic mismanagement and civic irresponsibility is doing to the places where the British live. In a journey that begins and ends in the capital, Hatherley takes us from Plymouth and Brighton to Belfast and Aberdeen, by way of the eerie urbanism of the Welsh valleys and the much-mocked splendour of modernist Coventry. Everywhere outside the unreal Southeast, the building has stopped in towns and cities, which languish as they wait for the next bout of self-defeating austerity. Hatherley writes with unrivalled aggression about the disarray of modern Britain, and yet this remains a book about possibilities remembered, about unlikely successes in the midst of seemingly inexorable failure. For as well as trash, ancient and modern, Hatherley finds signs of the hopeful country Britain once was and hints of what it might become.

La capacité d'absorption est définie comme étant l'aptitude d'une entreprise à acquérir de nouvelles connaissances, à les assimiler puis à les transformer et enfin à les exploiter à des fins commerciales. Elle conduit à une plus grande innovation de l'entreprise et détermine son avantage concurrentiel. Notre recherche aborde ce concept sous trois angles d'analyse illustrés par une étude menée au niveau des centres de R&D automobile du groupe ArcelorMittal. Dans le premier chapitre, nous mettons l'accent sur la capacité d'absorption de l'individu, un aspect peu exploité dans la littérature. Nous proposons ainsi une conceptualisation et une opérationnalisation de cette capacité. Des déterminants tels que les sources de connaissances à l'individu (niveau d'étude, expérience professionnelle,..) et les sources de connaissances externes (contacts avec les clients, contacts avec les collègues) ont été ainsi identifiés. Dans le deuxième chapitre, notre recherche s'est attachée à décrire le processus de construction de la capacité d'absorption d'une entreprise à partir des capacités d'absorption de ses employés. Les mécanismes d'intégration sociale (ex: contact avec des collègues) entrent en ligne de compte dans l'explication de ce processus. Enfin, dans le troisième chapitre nous décrivons le rôle que joue la capacité d'absorption dans l'appropriation des résultats de R&D. Cette dernière question est étudiée dans le cadre de la participation d'ArcelorMittal à plusieurs consortia de R&D dans le but d'alléger la carrosserie automobile. Nous utilisons des techniques de statistiques descriptives pour illustrer nos trois questions de recherche.

KEY CONTENTS OF THIS GUIDE INCLUDE: - Contains invaluable tips on how to prepare for abstract reasoning tests; - Written by an expert in this field in conjunction with recruitment experts; - Contains lots of sample test questions and answers.

Cyber competitions are venues, both physical and online, where participants perform in closed environments to defend the assets of an Information Technology (IT) network. Like any competition, cyber competitions are both instructional and gratifying for its participants. Within the National Institute for Standards and Technology (NIST), the Competitions subgroup (NICEWG) set an objective in early 2016 to explore the concepts, design strategies, and pursue actions that advance the role that competitions play in cybersecurity education, training, and workforce development.

"Draping for Apparel Design, Fourth Edition is the fully updated and revised edition of the seminal book pioneered by fashion education luminary Helen Joseph-Armstrong. This comprehensive guide provides step-by-step instruction for the beginning patternmaker and advanced techniques for the more experienced. Maintaining the vast array of examples and the book's easy-to-read style, revising author Susan Ashdown reflects current industry standards, both metric and imperial measurements, new sizing guides for diverse body types, and incorporates half-scale forms. New material on jackets, coats, and loose fitted knitwear add to this book's breadth of knowledge"--

"What the Communist Manifesto is to the capitalist world, Annihilation of Caste is to India." —Anand Teltumbde, author of The Persistence of Caste B.R. Ambedkar's Annihilation of Caste is one of the most important, yet neglected, works of political writing from India. Written in 1936, it is an audacious denunciation of Hinduism and its caste system. Ambedkar – a figure like W.E.B. Du Bois – offers a scholarly critique of Hindu scriptures, scriptures that sanction a rigidly hierarchical and iniquitous social system. The world's best-known Hindu, Mahatma Gandhi, responded publicly to the provocation. The hatchet was never buried. Arundhati Roy introduces this extensively annotated edition of Annihilation of Caste in "The Doctor and the Saint," examining the persistence of caste in modern India, and how the conflict between Ambedkar and Gandhi continues to resonate. Roy takes us to the beginning of Gandhi's political career in South Africa, where his views on race, caste and imperialism were shaped. She tracks Ambedkar's emergence as a major political figure in the national movement, and shows how his scholarship and intelligence illuminated a political struggle beset by sectarianism and obscurantism. Roy breathes new life into Ambedkar's anti-caste utopia, and says that without a Dalit revolution, India will continue to be hobbled by systemic inequality.

Although most people believe that there is little we can do to improve the intelligence we were born with, the brain can be exercised just like any other part of the body. Thought processes and intelligence scoring can be improved by practising different

types of testing. This title from IQ expert Philip Carter is a companion volume to the bestselling IQ and Psychometric Tests, and it includes not only hundreds of practice questions, but also answers but explanations. The broader format allows space for writing answers and making notes, and readers are provided with feedback so that they can assess their own strengths and weaknesses. Topics covered include: verbal aptitude tests, numerical aptitude tests, visual aptitude tests, problem solving tests, personality questionnaires and advice on adopting the right approach to psychometric testing. The IQ and Psychometric Test Workbook provides an ideal opportunity for anyone to improve their IQ rating, or individual performance at psychometric tests, through continual practice and self-assessment.

This book highlights the most critical aspects of diversity and their implications for Corporate Social Responsibility (CSR), examining them in a collection of conceptual and practical contributions from researchers and practitioners alike. In particular the book discusses good and best practices for diversity management and analyzes possible links between CSR and diversity within organizations. Examples are drawn from a diverse range of organizational settings including corporations, educational institutions and other (non-profit) organizations and in various countries, including Germany, the UK, the USA and India.

Education, Economy & Society is a compelling and comprehensive antidote to the misconstrued nature of the relationship between education and society in South Africa. It provides a constructive critique of conventional discourses, but also alternative approaches to understanding the connections between education and the triple scourge of unemployment, inequality, and poverty. The book's contributors passionately argue that South African education finds its value and purpose in a focus on social justice, transformation, and democratic citizenship. The joy of education is to capture human imaginations and unleash their creativity towards a more humane and compassionate society. This rich resource explores the possibilities for a new pedagogy in post-school education and training through empirical research on skills, technology, and issues of employment on the shop floor; a critical analysis of the youth wage subsidy; and workers' education. The book will appeal to a wide audience including students and academics in the fields of industrial sociology, economics, adult education, further education and training, and those in youth development.

Revised edition of the authors' SAP SuccessFactors employee central, [2016]

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