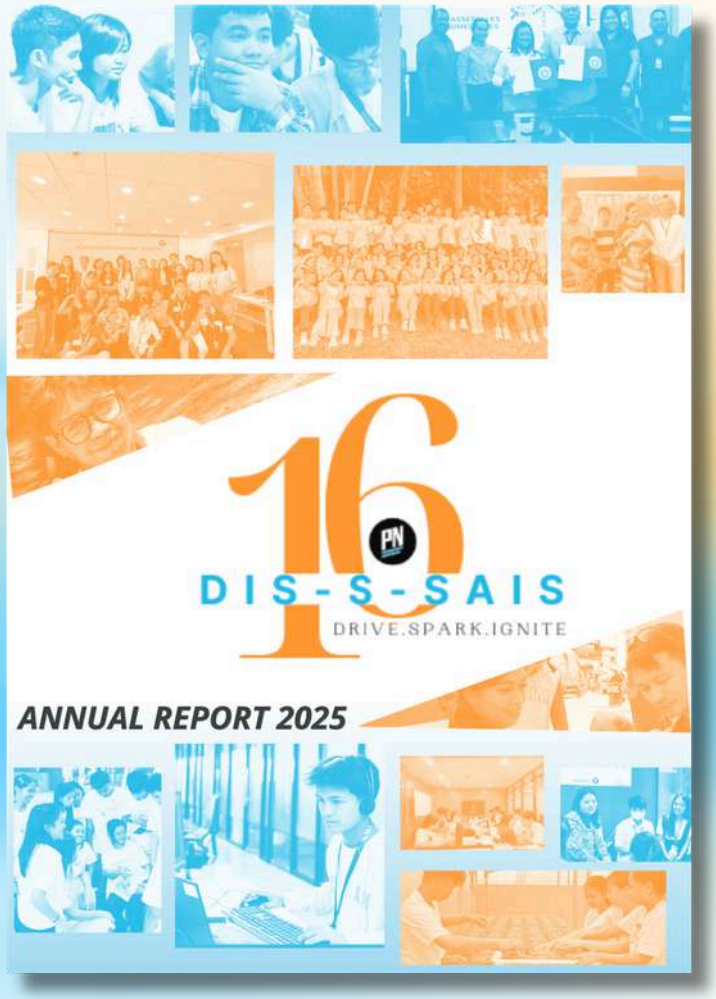
16 DIS-S-SAIS

DRIVE.SPARK.IGNITE

ANNUAL REPORT 2025

ABOUT THE COVER



The cover of the PNPh Annual Report 2025 celebrates 16 years of transforming lives through education and employment, embodied in the theme "Dis-Sais: Drive. Spark. Ignite." The prominent number 16 marks this milestone, while the collage of student, alumni, partner, and community photos captures the holistic journey of empowerment—from learning and leadership development to internships, employment, and community impact. The blue and orange palette symbolizes trust, opportunity, energy, and transformation, reflecting how PNPh continues to drive potential, spark opportunities, and ignite brighter futures for underserved Filipino youth through the collective support of its partners, donors, staff, and alumni.

Disclaimer: Passerelles Numeriques Philippines (PNPh) is a non-stock non profit organization operating under Philippine Laws, committed to providing digital education to employment pathways for underserved young people. All images used in this report have the prior consent of the models. No part of this report should be reproduced and/or distributed without the prior consent of PNPh.

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Voices of Vision:
Messages that Shape the Future

Dear friends, dear partners,

Twenty years. Two decades of believing that talent is universal, but opportunity is not. This anniversary belongs to every student, donor, and team member who trusted us and gave their heart to this mission. Since our founding in 2005, Passerelles Numériques has held one conviction: a young person born into poverty should not be denied the chance to shape the digital world. In 2025, that conviction has never felt more urgent.

In twenty years, over 3,000 young people from disadvantaged backgrounds have been supported across the Philippines, Cambodia, Vietnam, and Madagascar. In 2025, 193 graduates entered the professional world with technical expertise, confidence, and a lifelong community — twenty years of proof that the model works. 2025 tested our resilience. The reduction of USAID funding tightened the fundraising landscape significantly, while devastating typhoons in the Philippines and Vietnam left students in Cebu and Da Nang facing power outages and deep uncertainty. In Cambodia, a challenging environment for civil society demands constant agility, while in Madagascar, profound socio-economic fragility makes quality education a lifeline.

Through every pressure, we held firm. Our teams and students showed extraordinary courage — supporting one another and ensuring no young person's education was interrupted. That steadiness embodies the spirit we cultivate: not just technical competence, but character, adaptability, and solidarity.

2025 also marks a proud milestone: for the first time, every country where we operate now has its own local association. This is more than an organisational achievement — it is a statement of conviction.

With 100% locally recruited and locally led staff, our day-to-day operations are fully rooted in the communities we serve. We are building an organisation that belongs to the countries it serves — one that will endure long after any one person, partner, or funding cycle. The rise of Artificial Intelligence presents both our greatest challenge and our most exciting opportunity. As AI reshapes the IT industry — automating tasks, redefining job profiles, and raising the bar for technical fluency — we must ask constantly: are we preparing our students for the world that will exist when they graduate?

In 2025, we began integrating AI literacy and practical AI tools into our curriculum, working closely with employer partners to understand what the market truly needs in 2026 and beyond. This work is ongoing, demanding, and essential. Our commitment is clear: our students will always receive training that is relevant, rigorous, and ready for the future.

Looking ahead, we enter 2026 with clear ambitions. We will continue to grow student numbers, deepen employer partnerships, and invest in curriculum quality. Our graduates — developers, network engineers, project managers, and entrepreneurs — are our greatest proof of what is possible.

To our donors and partners, your trust is our most valued asset. To our alumni, you are our most powerful voice. And to our teams across four countries, your dedication makes everything real. Twenty years in, we walk forward together — with clear eyes, full hearts, and an unshaken belief that education changes everything.

DUC HA DUONG
PN GLOBAL PRESIDENT

PHUONG DO
PN GLOBAL DIRECTOR

Dear friends, dear partners,

869 graduates. More than fifteen years of opening doors for young people in the Philippines. As Passerelles Numériques celebrates its twentieth anniversary, we proudly share in the conviction that has guided the organisation since its founding: talent is universal, but opportunity is not. Since our beginnings in the Philippines in 2009, this conviction has shaped every decision we make and every student we welcome.

Behind each of these 869 graduates is a life transformed, a family uplifted, and a community strengthened. Our alumni are living proof that when young people are given a fair chance, they can rise above the barriers of circumstance. Yet this achievement is not an end in itself. Every day, we strive to innovate and improve our program so that we can reach young people who are denied access to higher education and economic opportunities because of their background, go the last mile for each of them, and truly bring to life the mission and vision of Passerelles Numériques.

As we celebrate twenty years of Passerelles Numériques worldwide, we also continue to reflect on how we can better serve our students and to act on what we learn. In this spirit, 2025 was a year of transformation for Passerelles Numériques Philippines. We relocated our center from New Era to Asha Plaza in Pahina Central, Cebu City, with one clear priority: to provide our students with a better environment in which to live and learn. A safe, comfortable, and inspiring space is essential for young people to reach their full potential, and we are grateful to all those who made this transition possible.

2025 also tested our resilience. On September 30, a powerful earthquake struck Cebu, and on November 4, Typhoon Tino brought severe devastation across the province.

Many of our students, alumni, and their families were directly affected, facing damaged homes and deep uncertainty.

Through every hardship, we held firm, and we never stood alone. Our partners, alumni, and sponsors responded with remarkable generosity, contributing to our efforts to assist the families of students and alumni in the affected areas.

This collective response embodies the values at the heart of Passerelles Numériques: solidarity, trust, respect, and responsibility. It reminded us that we are more than a training center; we are a community that cares for its own.

Throughout the year, we were also able to count on the steadfast commitment of our partners. We extend our deepest gratitude to those who have stood by us since the very beginning, such as Accenture or EMpower, and we warmly welcome new partners such as Synchrony, who have opened new doors for the young people we serve. Their support extends far beyond funding.

By combining operational grants with mentoring programs and recreational activities, they provide our students with truly holistic support. These moments of guidance, connection, and enjoyment help students maintain balance in their lives, nurture their well-being, and face mental health challenges, an increasingly pressing concern for today's youth. In line with our global organisation, we believe our mission is to develop not only technical competence, but also character, adaptability, and solidarity.

Looking ahead, we enter 2026 with clear ambitions. The IT world is undergoing profound change: the rise of Artificial Intelligence brings significant challenges, but also remarkable opportunities for the young people we train. In this context, we will continue to strengthen the quality and relevance of our program, deepen our partnerships with employers and sponsors, and ensure that every student is fully prepared for the world that awaits them after graduation.

To our partners and donors, your trust is our most valued asset. To our alumni, you are our most powerful voice and an inspiration for the generations that follow. To our team, your dedication in every circumstance brings our mission to life. And to our students, your courage and determination inspire us every day.

Together, we walk forward with confidence, gratitude, and an unshaken belief that education is the greatest equalizer, the bridge between talent and opportunity.

With sincere gratitude,

DR. CARIDAD LABE
PNPh PRESIDENT

MARILOU FLORES
PNPh COUNTRY DIRECTOR

From Learners to Leaders:

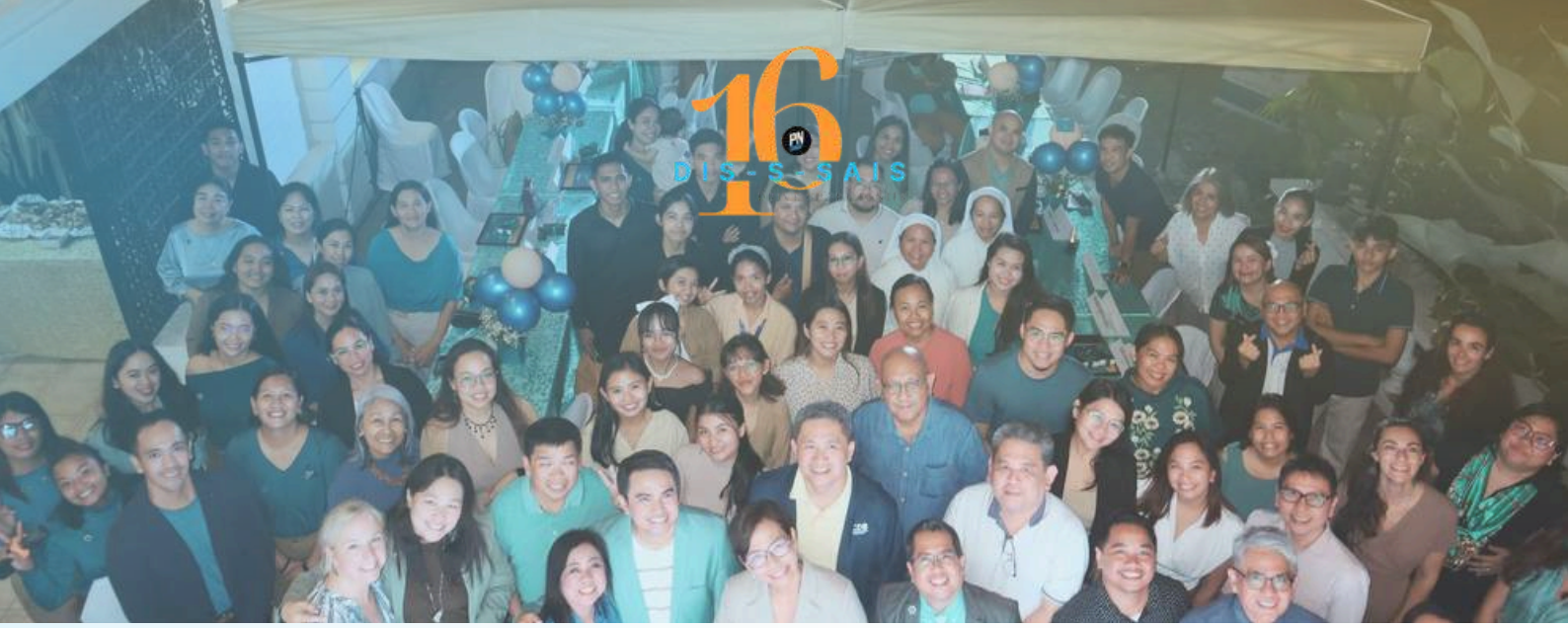
Celebrating the Graduation of the Class of 2024

CLASS 2024 GRADUATION

On February 5, 2025, Passerelles Numériques Philippines (PNPh) proudly celebrated the graduation of its Class of 2024 at the MR Hall of the University of San Carlos. After completing 2.5 years of intensive academic and technical training, the graduates officially marked the culmination of their PNPh journey and are now prepared to pursue meaningful careers in the IT industry. The ceremony was graced by Mr. Jeffrey O. Tarayao, President of One Meralco Foundation, who served as the keynote speaker and inspired the graduates with a message on resilience, purpose, and the transformative power of education. The event celebrated the students' perseverance and achievements while recognizing the collective support of partners, educators, families, and the PNPh community in helping them reach this significant milestone.

Building Bridges, Changing Lives:

PNPh Partners Night 2025



PARTNERS' NIGHT 2025

On February 20, 2025, Passerelles Numériques Philippines (PNPh) welcomed its partners, supporters, and friends to PNPh Partners Night 2025 at Casa Pelaez–an evening dedicated to celebrating the people and organizations whose unwavering support continues to transform the lives of underprivileged Filipino youth. More than a gathering of stakeholders, the event reflected the strength of a shared commitment to creating opportunities through quality IT education. Inspiring messages from PNPh Board of Trustees member Rudy Guiao and PN Global Fundraising and Communication Director Karyn Mikkelsen-Tillet underscored the importance of collaboration in advancing digital inclusion. Meanwhile, PNPh Country Director Ms. Luchi Flores looked back on the organization's 16-year journey, highlighting milestones such as the launch of Project BRIDGES and the KALIKUPAN Project, both expanding PNPh's impact beyond the classroom.

The celebration also turned the spotlight on the people behind PNPh's success. Long-serving PN staffs, Jeanne Salve, Irish May Bulan, and Christina Manlunas were recognized for their years of dedicated service, exemplifying the passion and commitment that drive the organization forward. Made possible through the generosity of event sponsors and partners, the evening concluded as a meaningful tribute to the power of collaboration–affirming that every partnership, every contribution, and every shared vision brings PNPh one step closer to empowering the next generation of IT professionals and breaking the cycle of poverty through education.

From Hopefuls to Scholars: The Selection Journey

Overall Selection Figures

8125 information session attendees

1239 examination takers

380 motivation interviewees

211 home visits

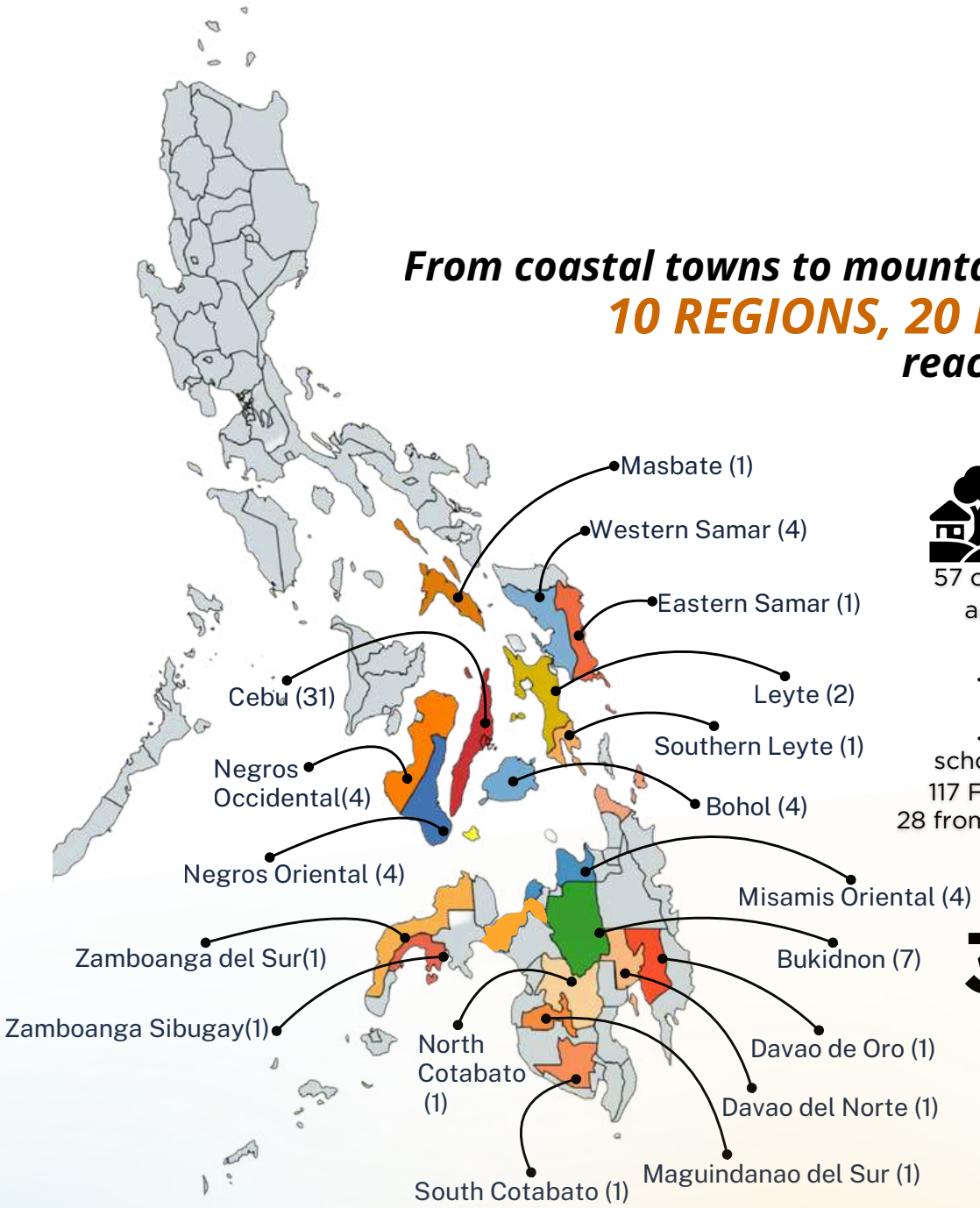
70 contract signing

From October 2024 to July 2025, PNPh conducted its multi-phase selection process for Class 2027.

The 2025 PNPh Selection Process engaged 8,125 participants across 104 Information Sessions, exceeding targets and achieving 56.7% female participation, while expanding to new regions and partnerships.

From 1,329 examinees, only 70 students were selected after rigorous screening, including interviews, home visits, and final deliberation based on key socioeconomic indicators.

From coastal towns to mountain villages —
10 REGIONS, 20 PROVINCES
reached this year



81.43%
57 out of the 70 students are from **RURAL** Areas

145
schools reached this year
117 Face-to-Face Sessions
28 from online and recorded

3 Two students are Indigenous people

In 2025, the Selection Process extended its reach to 10 regions and 20 provinces across the Visayas and Mindanao, covering communities from coastal areas to remote mountain villages. A total of 145 schools took part, with 117 in-person sessions and 28 conducted online or through recorded formats. This broad engagement allowed PNPh to strengthen inclusivity, especially in underserved communities. Notably, 81.43% (57 of 70) of selected students were from rural areas, underscoring the program's strong impact beyond urban centers, with Cebu recording the highest number of participants.

Selection Process Collaboration Highlights

Reaching Further, Together with 4Ps of DSWD and DepEd. *This year, we strengthened our Selection Process through close collaboration with* ***4Ps*** *across several areas—reaching Maramag, Pangantucan, Kibawe, and Don Carlos in Bukidnon; Opol in Misamis Oriental; Macrohon and Padre Burgos in Southern Leyte; and Compostela, Liloan, Danao, Mandaue, and Carcar in Cebu. Their support was instrumental not only in preparing venues and resources but, more importantly, in connecting us with 4Ps beneficiaries, allowing more deserving youth to access educational and employment opportunities. At the same time, our strong partnership with* ***DepEd*** *further expanded our reach, engaging 536 young people across 17 schools in Siquijor and enabling the implementation of the Selection Process in four schools in Zamboanga del Norte, ensuring both wider access and smooth execution.*

A New Chapter Begins:

Welcoming Class of 2027

Introducing 70 New Dreamers of Class of 2027

PNPh welcomed 70 bright and determined students from across the Visayas and parts of Mindanao, including 31 boys and 39 girls—an important step in advancing gender equality in the IT and digital sectors. The new scholars settled into their residence, met their roommates, and connected with senior students from the Classes of 2026 and 2025.

Our greenhorns officially began their academic journey through an orientation and their first assessment exam at the University of San Jose–Recoletos (USJR), PNPh's academic partner. After successfully completing a rigorous selection process, they now embark on a transformative path toward earning an Associate Degree in Computer Technology, majoring in Software Development.

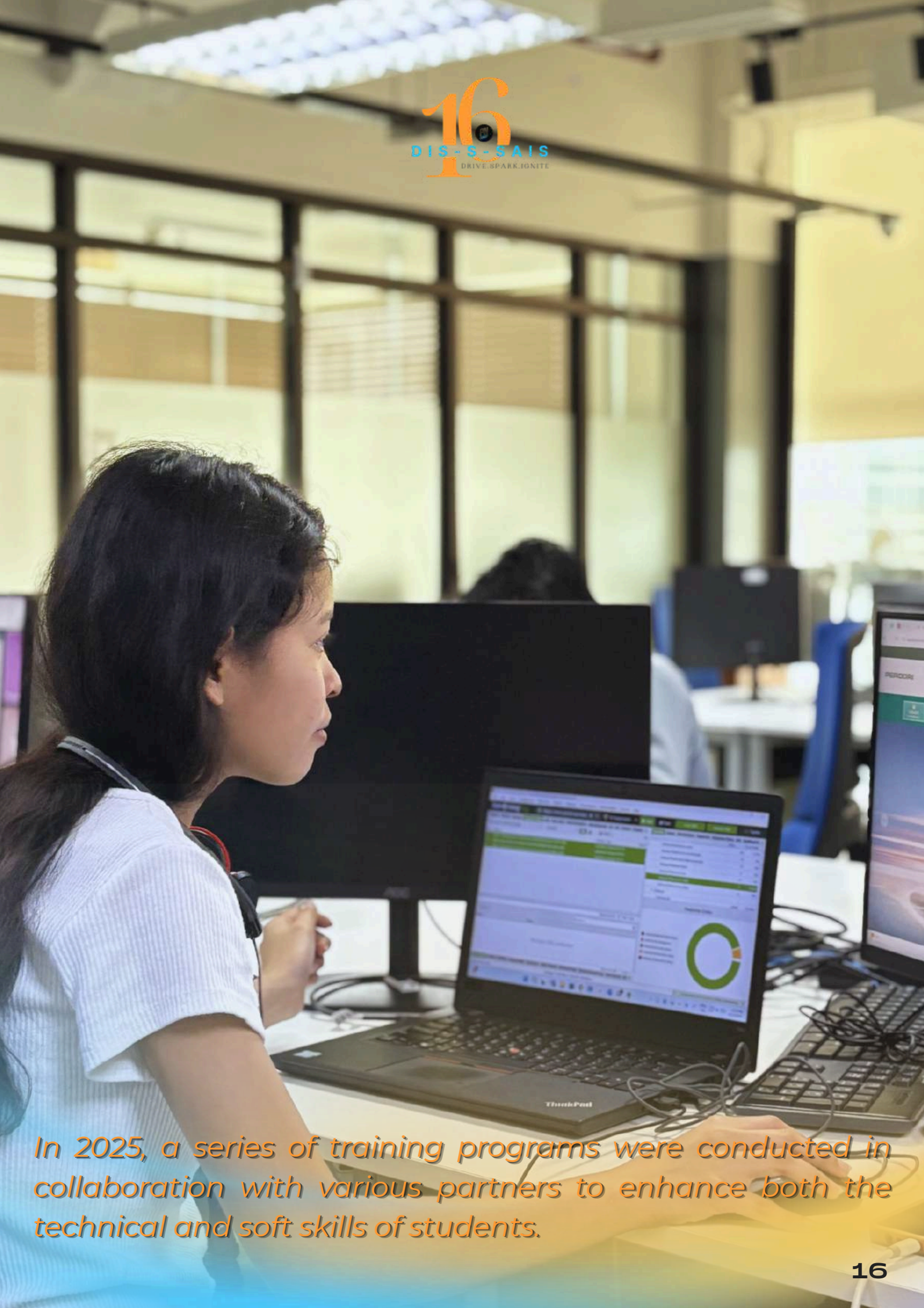
INTEGRATION DAY

The PNPh **class of 2027** had a great time during their **Integration Day.** The event included exciting activities that involved both staff and students.

As they navigated their new surroundings, the fresh-faced students began to acquaint themselves with the academic community, establishing meaningful connections with their fellow students, and internalizing the fundamental principles of the PN institution - an unwavering commitment to excellence.

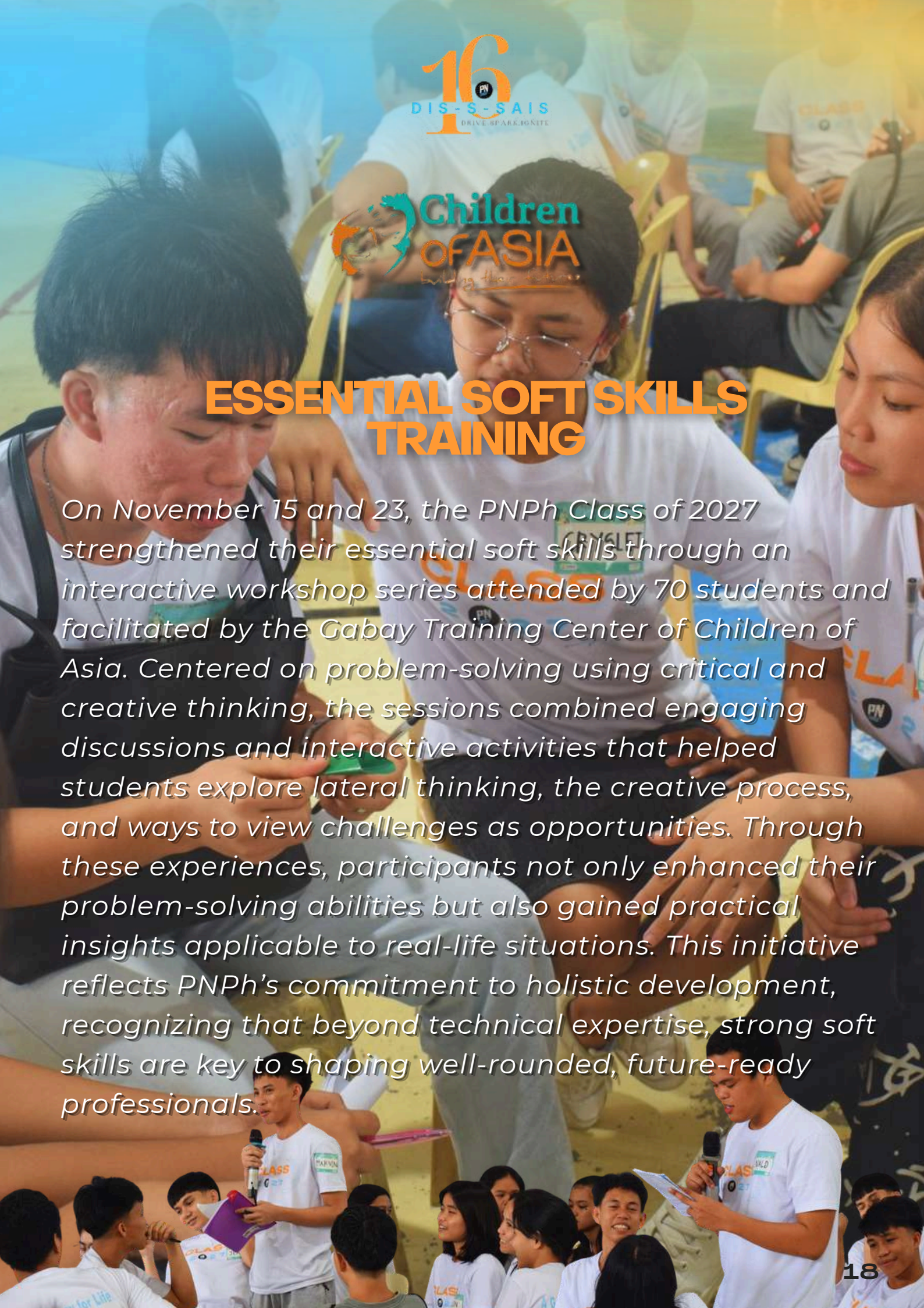
Later in the day, the students demonstrated their talents and formed groups to express their dedication to themselves, their families, and PNPh.

Building Brilliance: Skills that Empower Futures



In 2025, a series of training programs were conducted in collaboration with various partners to enhance both the technical and soft skills of students.

Students also participated in specialized sessions on communication, email etiquette, public speaking, and financial literacy, ensuring holistic development. Notably, the Class of 2027 engaged in a soft skills workshop focused on problem-solving through critical and creative thinking. Overall, these initiatives provided students with valuable knowledge and practical skills to better prepare them for their academic journey and future careers.



ESSENTIAL SOFT SKILLS TRAINING

On November 15 and 23, the PNPh Class of 2027 strengthened their essential soft skills through an interactive workshop series attended by 70 students and facilitated by the Gabay Training Center of Children of Asia. Centered on problem-solving using critical and creative thinking, the sessions combined engaging discussions and interactive activities that helped students explore lateral thinking, the creative process, and ways to view challenges as opportunities. Through these experiences, participants not only enhanced their problem-solving abilities but also gained practical insights applicable to real-life situations. This initiative reflects PNPh's commitment to holistic development, recognizing that beyond technical expertise, strong soft skills are key to shaping well-rounded, future-ready professionals.

DIS-S-SAIS 16
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DATAWORDS
AI . Content . Orchestration

ADOBE PHOTOSHOP TRAINING

The Datawords Adobe Photoshop Training Program 2025 officially commenced, marking its fourth year of empowering students with creative and technical design skills. This year, 14 selected students from Class 2026 underwent an intensive 8-week training covering essential Photoshop techniques, from fundamental tools to professional-grade design execution through a combination of in-person and virtual sessions to maximize learning. During the entire training, participants have already engaged in foundational lessons led by dedicated trainers Christina and Linette, exploring key topics such as canvas and typography basics, background and object removal, and image retouching. This program continues to equip students with valuable digital design skills that support their academic growth and future career opportunities.

From Learning to Leading:

Capstone Projects & Career Pathways

INTERNSHIP 2025

In 2025, 69 students from Class 2025 embarked on internships with some of Cebu's leading IT and business process companies. This on-the-job training serves as a vital component of PNPh's mission to prepare underprivileged youth for meaningful careers in the digital sector.

A total of 12 companies welcomed PNPh interns, providing real-world experience in areas such as software development, IT support, and business processes. Through these opportunities, students were able to apply their knowledge, develop practical skills, and gain valuable industry exposure.

Company Name	# of Interns
ASV Business	2
Cebu Land	2
Chronostep	2
Datawords	13
DEPDev	2
House of IT	11
Knowles	2
Kyocera	12
MYT Soft Dev	8
Narrasoft	4
Synacy	2
TrustArc	9
TOTAL	**69**

Under the partnership with USJR the students are expected to complete a 1200h internship or on-the-job training. The internship period runs from June until December.

An internship fair was organised on March 14, 2025 at the USJR Basak Campus for students to listen to presentations from companies on "Day in the life of an intern" and roam around the booths to apply for internships.

At the end of their internship in January 2026, 21 students or (32% of the total number of graduates) were already offered a job by their internship company.

DEPDEV

CAPSTONE LAUNCH

On December 15, the Department of Economic Planning and Development (DEPDev) Region VII officially launched its Learning and Development Online Database System, a milestone in expanding access to digital learning and professional development across the region.

Developed by PNPh Class of 2025 students as part of their capstone project and deployed during their six-month internship program, this system highlights how young innovators can turn ideas into real-world solutions.

This marks one of the first student-developed capstone systems to be fully implemented and deployed, a proud milestone for both the students and PNPh.

Stronger Together: Partnerships that Power Possibilities

LONG TIME PARTNER

accenture

For 17 years, Accenture has been more than a partner to Passerelles Numériques Philippines — they have been a steadfast ally in transforming lives through education and opportunity. Through every milestone, challenge, and success, this partnership has remained strong, purposeful, and truly time-tested. Today, we proudly acknowledge and celebrate Accenture for journeying with us over the past 17 years and for continuously helping us empower Filipino youth toward brighter futures.

LONG TIME PARTNER

EMpower

Enriching young lives in emerging markets

For 17 years, Accenture has been more than a partner to Passerelles Numériques Philippines — they have been a steadfast ally in transforming lives through education and opportunity. Through every milestone, challenge, and success, this partnership has remained strong, purposeful, and truly time-tested. Today, we proudly acknowledge and celebrate Accenture for journeying with us over the past 17 years and for continuously helping us empower Filipino youth toward brighter futures.

NEW PARTNER

synchrony

We are proud to welcome Synchrony as one of our new partners at Passerelles Numériques Philippines in empowering the next generation of changemakers. Through the introduction of the YES (Youth Empowering Session) Session for the Class of 2026, Synchrony has opened new opportunities for learning, growth, and mentorship for our scholars. We are grateful for this meaningful beginning and look forward to creating lasting impact together as we continue shaping their futures.

TRAINING PARTNER

JPMorganChase

A heartfelt appreciation to JPMorganChase, one of the dedicated training partners of Passerelles Numériques Philippines, for guiding and empowering our Class of 2026 throughout their capstone building journey. Through mentorship, knowledge-sharing, and hands-on learning sessions, our scholars gained valuable insights and skills that strengthened both their technical abilities and confidence. Thank you for helping shape future professionals and inspiring our students to turn their ideas into meaningful innovations.

ARCANYS X PNPH MENTORSHIP PROGRAM

The Arcanys x PNPh Mentorship Program 2025 brought together 70 students from Class 2025 and 8 dedicated Arcanys mentors for a dynamic and enriching learning experience. Through hands-on sessions and interactive workshops, students developed practical skills that boosted their confidence and prepared them for internships and future careers in the tech industry. The program went beyond traditional learning by equipping participants with essential tools such as resume writing, interview preparation, software testing, project management, financial literacy, and personalized support for their capstone projects. Overall, the mentorship experience was practical, engaging, and tailored to help students transition smoothly into the professional world.

In Times of Need: Compassion in Action

In 2025, Cebu faced a series of devastating calamities that deeply affected many PNPh scholars and their families. On September 30, a 6.9 magnitude earthquake struck Cebu, prompting PNPh to launch an urgent crowdfunding campaign through social media and its GCash platform. With the support of alumni, partners, and the wider community, a total of **P***28,447.08 was raised, enabling the distribution of 15 relief packs to the affected PN scholars' families. Additional assistance was made possible through the Synchrony Emergency Fund and solar lamp donations from One Meralco Foundation, ensuring families had both essential supplies and access to light during power interruptions.*

Shortly after, Typhoon Tino further impacted vulnerable communities, and through a 2,500 USD support fund from EMpower, PNPh delivered another wave of assistance. On November 22, 2025, the team personally brought relief packs, cash aid, and solar lamps to 20 affected families, including 11 students' families in Bogo, Daanbantayan, and Tabogon, offering not only material support but also solidarity and hope during their recovery.

RELIEF OPERATIONS

EMpower
Enriching young lives in emerging markets

EMpower's Support to PNPH

The generous support from EMpower has played a crucial role in PNPh's recovery since the devastation caused by Typhoon Odette in 2021. A total of 32 households affected by Typhoon Odette received financial assistance through the EMpower grant. Family members also participated in debriefing sessions aimed at helping them process the trauma they experienced.

The financial assistance was allocated based on the extent of damage incurred. While Typhoon Tino has introduced significant challenges, PNPh is thankful for the emergency grant from EMpower, which has assisted 20 families during this difficult time.

EMpower's emergency grant funded all relief and cash assistance efforts for recovery, uplifting underprivileged households and ensuring that no family is left behind.

RELIEF OPERATIONS

We are also deeply thankful to One Meralco Foundation for their generous donation of solar lamps, which serve as critical and reliable sources of light for families, especially during prolonged power outages

Rooted in Responsibility: The Kalikupan Initiative

KALIKUPAN

KALIKUPAN

TELUS Digital

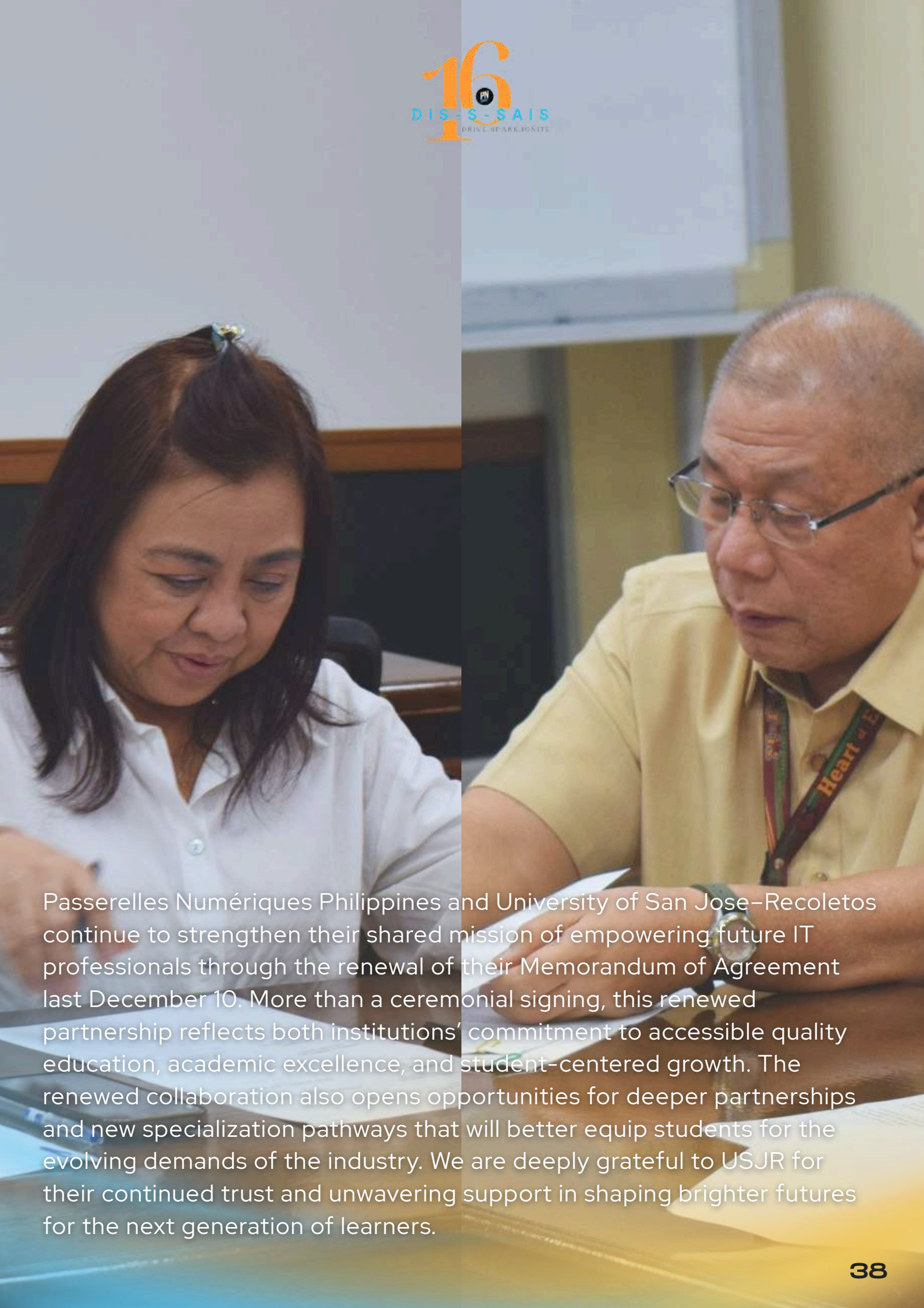
Launched in August 2024 and completed in July 2025, the **KALIKUPAN Project**, funded by TELUS Digital with a USD 10,000 grant, aimed to promote greener urban environments and strengthen environmental awareness through hydroponics.

Through this initiative, **23 members of PNPh's Eco-Green Club** received intensive technical training from Engr. Marco Balhon and subsequently served as peer trainers for the wider student community. A pilot hydroponics system was successfully established at the PNPh center and later replicated in the community—benefiting **Barangay Luz Elementary School, Mabolo Elementary School, and Barangay Luz**.

To ensure sustainability and scalability, students—supported by Engr. Balhon and a digital expert—developed a **digital learning module on hydroponics**, which was also printed and distributed for broader use.

On **July 31, 2025**, PNPh marked the culmination of the Kalikupan Project at Barangay Luz Elementary School in partnership with the Department of Education Philippines (DepEd Cebu City Division). The event trained **120 EPP and TLE Coordinators** on hydroponics-based urban gardening and introduced PNPh's **digitized hydroponics modules** to support hands-on environmental learning in schools. Students also showcased hydroponic lettuce grown at the PNPh rooftop, demonstrating the initiative's practical impact and scalability.

Strengthening Ties: Renewing Commitment with USJR



Passerelles Numériques Philippines and University of San Jose–Recoletos continue to strengthen their shared mission of empowering future IT professionals through the renewal of their Memorandum of Agreement last December 10. More than a ceremonial signing, this renewed partnership reflects both institutions' commitment to accessible quality education, academic excellence, and student-centered growth. The renewed collaboration also opens opportunities for deeper partnerships and new specialization pathways that will better equip students for the evolving demands of the industry. We are deeply grateful to USJR for their continued trust and unwavering support in shaping brighter futures for the next generation of learners.

The Heart of PN: People Behind the Mission

THE AUTHORITY OF THE GOVERNMENT
EMANATES FROM THE PEOPLE
ERECTED A.D. MCMXXXVII

PNPh Team

MANAGEMENT COMMITTEE

Marilou FLORES
Country Director

Irish May BULAN
Selection & Education Manager

Jeanne SALVE
Admin & Finance Manager

Kristine Marie LUSOC
HR Administrator

Isabelle BARREAU
External Relations Manager

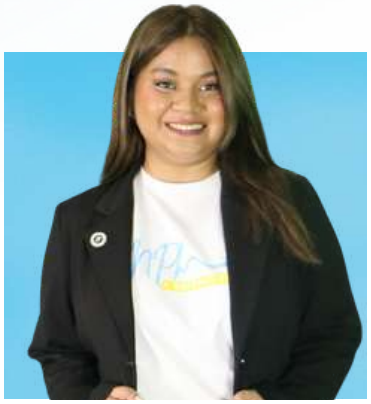
Stefan FLORES
IT & Training Manager

Jun Rey ANSING
Innovative Training Coordinator

Jeanrelle SANCHEZ
Finance & Admin Staff

Carl Johann SEPULVEDA
Partnerships Officer

Jilianne Kyle MONTECLARO
Selection Ofiicer



Keilah GALLO
Outgoing Communications Coordinator

Lance Archie TORING
Incoming Communications Coordinator

Ericka Therese QUINAIN
Social Worker Educator

Jean Marrie TUMULAK
Social Worker Educator

Angelica Mae USTARIS
Social Worker Educator

PNPh STAFF

PNPh STAFF

Jay Ann CARZON
Social Worker Educator

Fairie Yubel YAUN
Social Worker Educator

Ruver John CABERTE
Social Worker Educator

Brigitte Germaine GORON
Social Worker Educator

Elizer TALISIC
Social Worker Educator

Liza Faith Bacalocos
Social Worker Educator

Vladimer MANLOLOYO
PLT Coordinator

Support Staff
Social Services

Marilyn AVILA
House Parent

Catherine CUYOS
House Parent

Cristina MANLUNAS
Cook

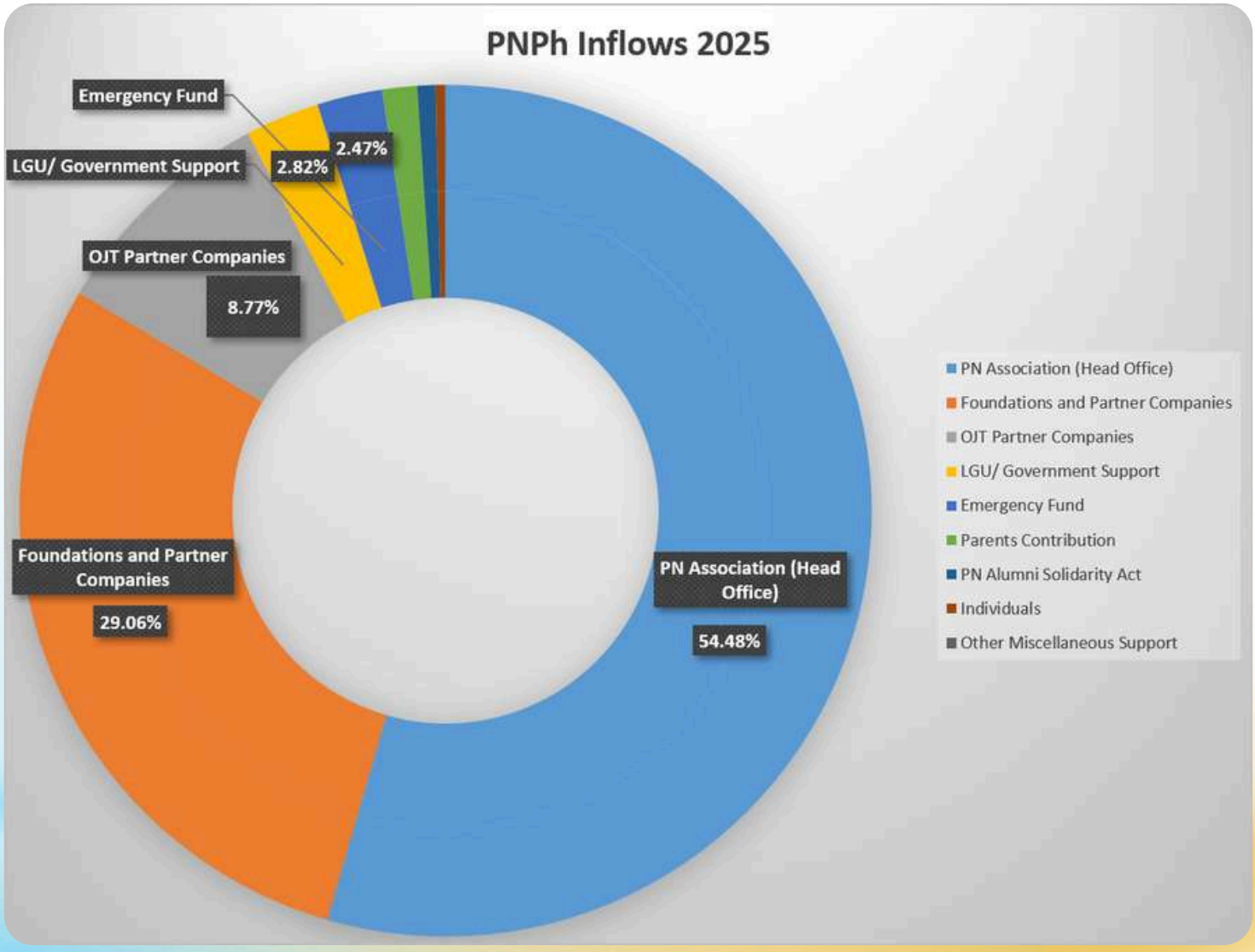
Fe CABANDO
Security Guard

Janice DUYAG
Security Guard

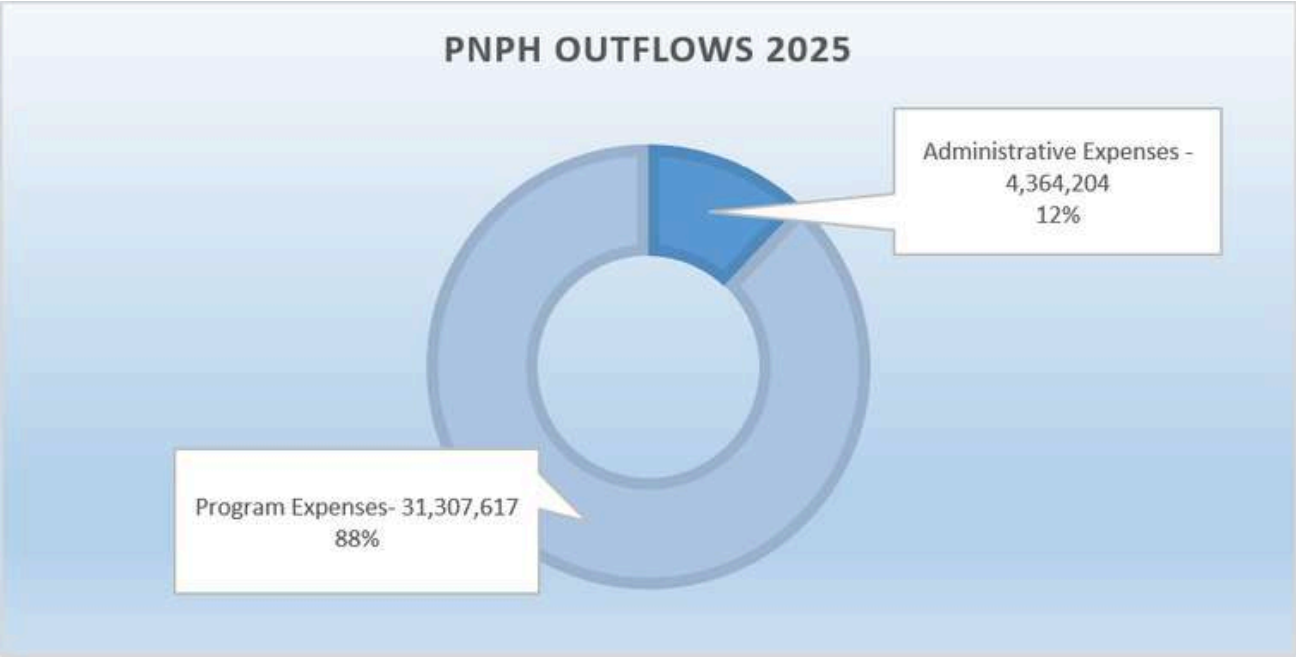
Transparency & Trust: Stewarding Every Opportunity

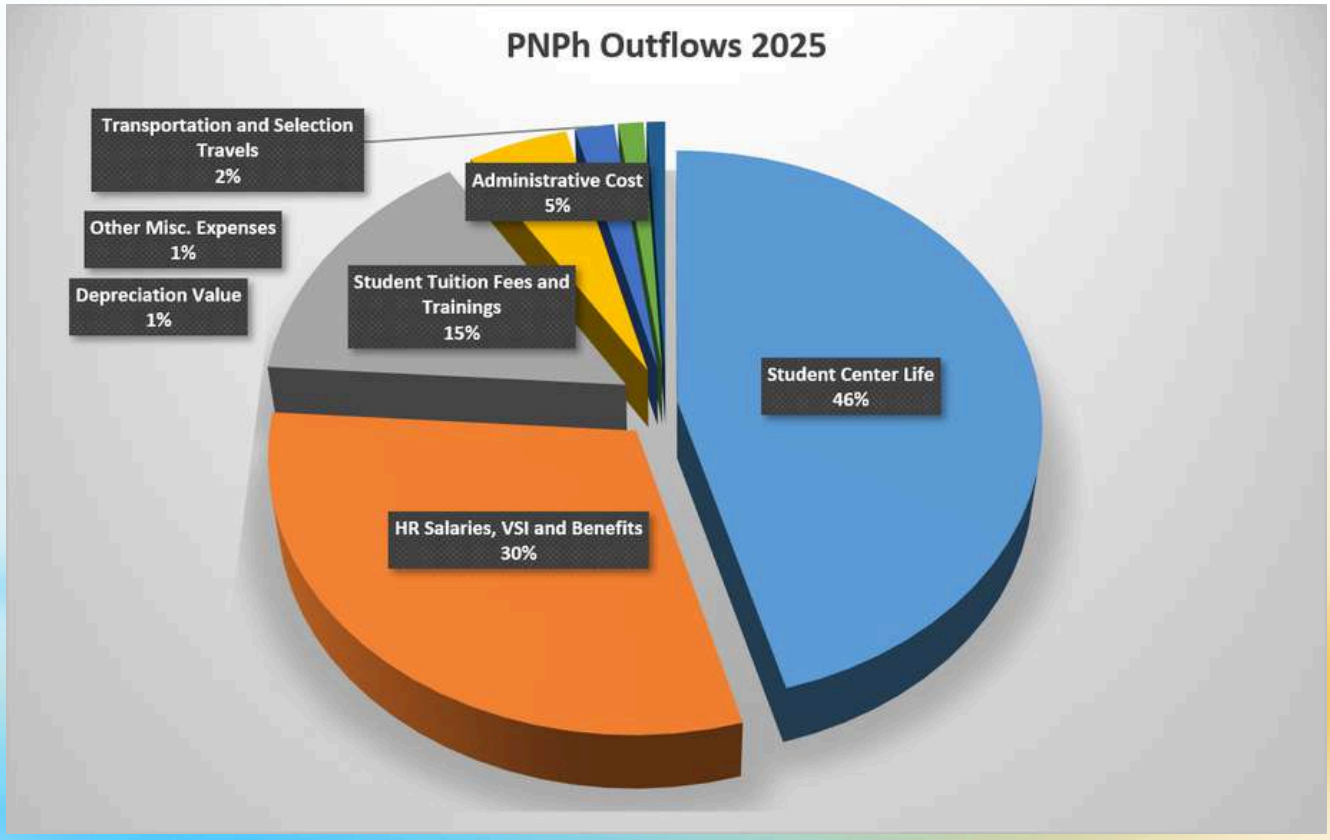
FINANCIAL REPORT 2025

Please click here for the full financial report for 2025, providing a comprehensive overview of the organization's financial activities, expenditures, and overall financial performance for the year: https://drive.google.com/drive/folders/1iA8quHK66onKV0s1mG4DBVVhrL2FhBgv?usp=sharing



FINANCIAL REPORT 2025





Passerelles Numériques (PN) is a French non-profit organization, created in 2005, working in Cambodia, the Philippines, Vietnam and Madagascar. In the Philippines the center is residential based with board, lodging and tuittions provided for 2.5 years.

Launched in 2009 in Cebu, Passerelles Numériques Philippines (PNPh) offers a 2.5 year IT training program based on a holistic educative approach including technical and soft skills, and a personal development program. Our students come from the poorest regions of Visayas and Mindanao. These geopolitical divisions form part of the priority areas for economic growth and development.

Our goal is that each student finds a quality job aligned with local tech market needs, allowing them and their families to escape poverty in a sustainable way and contribute to the social and economic development of their country.

Passerelles Numeriques Philippines

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