

From: "Emily Andrews" <Emily.Andrews@la.gov>

To: "Erin Marceaux" <Erin.Marceaux@LA.GOV>

Cc: "Christian Courson" <Christian.Courson@la.gov>, "Angelique Freel" <Angelique.Freel@la.gov>

Subject: Re: LSBC-Body Cameras

Date: Wed, 04 Mar 2026 17:49:19 -0000

Importance: Normal

Inline-Images: image001.png

Thanks Erin. I'll try to give you a call This afternoon.
Sent from my iPhone

On Mar 4, 2026, at 11:46 AM, Erin Marceaux <Erin.Marceaux@la.gov> wrote:

Hi Emily,

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Thank you,

Erin

Erin Grace Marceaux | Executive Director
Louisiana State Board of Cosmetology
11622 SunBelt Ct Baton Rouge, LA 70809
p: (225)756-3404 | 866-257-7901 (toll free)
c: [REDACTED]
e: erin.marceaux@la.gov
w: www.lsbc.louisiana.gov

 17660936
67003

From: Emily Andrews
Sent: Saturday, February 21, 2026 6:09:19 AM
To: Erin Marceaux
Cc: Christian Courson; Angelique Freel
Subject: RE: LSBC-Body Cameras

Erin:
Thank you for the information. I hope to follow up with you next week.

image001.png

Emily Andrews
Special Counsel
Office of Governor Jeff Landry
Phone: (225) 342-7015
www.Louisiana.gov

From: Erin Marceaux <Erin.Marceaux@LA.GOV>
Sent: Friday, February 20, 2026 8:49 PM
To: Emily Andrews <Emily.Andrews@la.gov>
Subject: LSBC-Body Cameras

Good evening Emily,

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First, monetary accountability was a key factor. There have been allegations involving potential bribes during inspections. Even when claims are resolved or unsubstantiated, the mere existence of such accusations can erode trust in the agency. Body cameras provide an objective, verifiable record of inspector interactions, protecting both inspectors and license holders by clearly documenting that no improper financial exchanges or misconduct occur.

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To: Emily Andrews <Emily.Andrews@la.gov>

Subject: LSBC-Body Cameras

Date: Sat, 21 Feb 2026 02:49:27 +0000

Importance: Normal

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Cc: Christian Courson <Christian.Courson@la.gov>, Angelique Freel <Angelique.Freel@la.gov>

Subject: Re: LSBC-Body Cameras

Date: Thu, 5 Mar 2026 19:30:59 +0000

Importance: Normal

Good afternoon Emily,

If you could please send us a form of cease-and-desist letter for us to send to the company, we have the body camera contract with, I would appreciate it. I'm hoping to eliminate the costs for the next 2-3 years that we are on contract for. Maybe even just an email or formal notification to stop usage per the Governor would suffice.

Let me know if you need anything additional from me. And thank you for trying to help us work towards a solution.

Have a great rest of your day!

Erin

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From: Erin Marceaux <Erin.Marceaux@LA.GOV>

To: Christian Courson <Christian.Courson@la.gov>, Emily Andrews <Emily.Andrews@la.gov>

Subject: LSBC Contract

Date: Wed, 22 Apr 2026 20:20:27 +0000

Importance: Normal

Attachments: HALOS_-_Agreement_(US)_-_Louisiana_State_Board_of_Cosmetology_-_2025-10-15.pdf

Inline-Images: OutlookEmoji-1773079422780317a38d9-b471-4c27-baf8-64bf2fae6d68.png

Good afternoon,

Hope all is well. Please see the attached agreement from our body camera vendor.

Thank you for all your help, we truly appreciate it!

Erin



ERIN GRACE MARCEAUX

Executive Director

Louisiana State Board of Cosmetology

11622 SunBelt Ct Baton Rouge, LA 70809

p: (225)756-3404 | 866-257-7901 (toll free)

c: [REDACTED]

e: erin.marceaux@la.gov

w: www.lsbc.louisiana.gov

HALOS

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MJ
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DESCRIPTION OF SERVICES AND PRICING

Description	Details
SOFTWARE:	HALOS Vault: Digital Evidence & Asset Management software.
HARDWARE:	HALOS Horizon Body Camera
EFFECTIVE DATE:	Upon contract completion
INITIAL SUBSCRIPTION TERM:	Standard - 0 months upfront for 36 months
SIM CARDS:	See below
SIM CARD FAIR USAGE LIMIT:	Subject at all times to the reasonable discretion of HALOS and Section 20 of this Agreement.
HALOS PLATFORM FAIR USAGE LIMIT:	Unlimited, subject at all times to the reasonable discretion of HALOS and Section 3.5 of this Agreement.
SERVICE AVAILABILITY:	HALOS shall use commercially reasonable efforts to make the Services available 24 hours a day, seven days a week, except for: (i) planned maintenance carried out during the weekly maintenance window; and (ii) unscheduled maintenance performed outside Normal Business Hours, provided that HALOS has used reasonable efforts to give the Customer at least six hours' notice in advance.
SUPPORT SERVICES:	HALOS will, as part of the Services and at no additional cost to the Customer, provide the Customer with HALOS' standard customer support services during Normal Business Hours.
HARDWARE DELIVERY ADDRESS	Louisiana State Board of Cosmetology Deborah Johnson deborah.johnson@la.gov 11622 Sun Belt Ct Baton Rouge LA 70809
BILLING CONTACT	Tisha Butler and Gajinder Dhaliwal
BILLING EMAIL	tisha.butler@la.gov and gajinder.dhaliwal@la.gov
TAX EXEMPT	Yes

 2025TaxExemptionCertificate.pdf

HALOS Address: 4400 State Highway 121, Suite 300, Lewisville, Texas 75056, United States
 Attn: MJ Aleman
 Telephone: 469-688-3037
 E-mail: mj.aleman@halosbodycams.com

Customer Address: 11622 Sun Belt Ct, Baton Rouge, Louisiana, United States, 70809
 Attn: Deborah Johnson
 Telephone: 2257563404
 E-mail: deborah.johnson@la.gov

PRICING

Description	QTY	Price (per month)	Net Total Price
HALO Horizon S3 BWC - USA Horizon S3 BWC - USA	10	\$65.00	\$650.00
AWS Cloud Storage - Vault License Vault License	10	\$0.00	\$0.00
Magnetic Lanyard	10	\$0.00	\$0.00
			\$650.00
Monthly add-ons			
HALOS SIM Plan 2	10	\$10.00	\$100.00
			\$100.00

Recurring Total \$750.00

Fees related to lost equipment or additional accessories can be found [here](#).

SOFTWARE AS A SERVICE AND LEASE AGREEMENT

This **SOFTWARE AS A SERVICE AND LEASE AGREEMENT** (this "Agreement"), effective as of the Effective Date, is entered into by and between **Halo Americas, Inc.**, a Delaware corporation dba HALOS ("HALOS"), and Louisiana State Board of Cosmetology, a Louisiana corporation ("Customer"). HALOS and Customer may be referred to herein, collectively, as the "Parties" or, individually, as a "Party".

WHEREAS, HALOS is in the business of the lease of body cameras and provision of access to related software to its customers for security and other purposes; and

WHEREAS, Customer desires to lease the Hardware and access the Services from HALOS, and HALOS desires to lease the Hardware and provide access to the Services to Customer, subject to the terms and conditions of this Agreement.

NOW, THEREFORE, in consideration of the mutual covenants, terms and conditions set forth herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

Complete TERMS AND CONDITIONS can be found [here](#).

I have read and accept the terms and conditions. ☒

The DATA PROCESSING ADDENDUM and related Annexes can be found [here](#).

I have read and accept the data processing addendum and all related annexes. ☒

[signature page follows]

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the Effective Date.

HALOS:
HALO AMERICAS, INC., DBA HALOS

By:

johnny jones

Name: Johnny Jones

Title: VP Sales

Customer:
Louisiana State Board of Cosmetology

By:

Deborah Johnson

Name: Deborah Johnson

Title: Licensing Analyst Supervisor

CERTIFICATE *of* SIGNATURE

REF NUMBER
85YDV HPU29 W6SVI BYFOB

DOCUMENT COMPLETED BY ALL PARTIES ON
15 OCT 2025 20:08:45
UTC

SIGNER	TIMESTAMP	SIGNATURE
JOHNNY JONES EMAIL JOHNNY.JONES@HALOSBODYCAMS.COM	SENT 15 OCT 2025 18:22:46 VIEWED 15 OCT 2025 18:56:50 SIGNED 15 OCT 2025 19:07:24	 IP ADDRESS 174.224.0.39 LOCATION DALLAS, UNITED STATES

RECIPIENT VERIFICATION

EMAIL VERIFIED
15 OCT 2025 18:56:50

DEBORAH JOHNSON EMAIL DEBORAH.JOHNSON@LA.GOV	SENT 15 OCT 2025 18:22:46 VIEWED 15 OCT 2025 19:55:15 SIGNED 15 OCT 2025 20:08:45	 IP ADDRESS 162.75.222.122 LOCATION BATON ROUGE, UNITED STATES
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RECIPIENT VERIFICATION

EMAIL VERIFIED
15 OCT 2025 19:55:15



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To: Erin Marceaux <Erin.Marceaux@LA.GOV>

Cc: Christian Courson <Christian.Courson@la.gov>, Angelique Freel
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Subject: RE: LSBC-Body Cameras

Date: Sat, 21 Feb 2026 12:09:19 +0000

Importance: Normal

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Subject: RE: LSBC-Body Cameras

Erin:

Thank you for the information. I hope to follow up with you next week.



Emily Andrews

Special Counsel

Office of Governor Jeff Landry

Phone: (225) 342-7015

www.Louisiana.gov

From: Erin Marceaux <Erin.Marceaux@LA.GOV>
Sent: Friday, February 20, 2026 8:49 PM
To: Emily Andrews <Emily.Andrews@la.gov>
Subject: LSBC-Body Cameras

Good evening Emily,

The implementation of body cameras for our inspectors was driven by the need to strengthen accountability, transparency, and the integrity of our regulatory process. When this topic was first brought up in a board meeting over 6 months ago, it was agreed upon unanimously by the board to look further into the option of having this technology for our agency.

First, monetary accountability was a key factor. There have been allegations involving potential bribes during inspections. Even when claims are resolved or unsubstantiated, the mere existence of such accusations can erode trust in the agency. Body cameras provide an objective, verifiable record of inspector interactions, protecting both inspectors and license holders by clearly documenting that no improper financial exchanges or misconduct occur.

Second, body cameras enhance transparency between inspectors and license holders. Inspections can be stressful situations, and misunderstandings may arise. Recorded interactions create clarity, reduce disputes, and ensure that both parties are treated professionally and fairly. Cameras are not prejudice and any inclination that the inspection process could be by bias, such as with unlicensed workers in businesses, is eliminated with the supporting documentation. Because that was a repeated public statement over several board meetings, with the understanding we have a potential law suit for discrimination. With further inclination that certain minority demographics were allegedly being treated unfairly in the inspection process. The level of openness the cameras provide helps build confidence in the inspection process.

Third, body camera footage supports accurate documentation for administrative hearings. Because the Board conducts hearings that function similarly to trials, having reliable, firsthand video evidence ensures that decisions are based on factual, documented events rather than conflicting accounts. Not everyone has access to the secured footage, and redaction of uninvolved parties is a part of the process if any records request is made. This promotes fairness, strengthens due process, and ensures that reporting reflects the true facts of each case.

Additionally, inspector safety is a serious concern. There have been incidents where inspectors were locked inside establishments or placed in uncomfortable situations. Body cameras serve as both a deterrent to inappropriate conduct and a protective measure should any dispute or safety issue arise.

The information regarding the use of body cameras was put on our website for our license holders 60 days prior to their launch in the field. As mentioned before, over several Board meetings for months prior it was discussed to the eventual unanimous vote to approve to use of the body cameras on inspectors. The agency has not directly received one complaint after confirming with my staff this evening. The feedback from our licensees have only been questions, and when answered they have true clarity and understanding for the decision. Often our license holders are taken back at the progression the Board has taken, and are satisfied with the positive changes being made to support everyone. Our agency has not seen such progression in some time, and so it is understandable that questions or concerns could arise. We are certainly happy to address any if approached to best explain the "why." Our license holders and the public can reach us by email, phone or through our newly

revised social media. We are hoping to continue to grow our communication efforts with a new website that includes more options in the future as well.

The inspectors themselves are also very pleased to have the body cameras to support everyone in a "best foot forward" effort. All of our inspectors are licensed cosmetologist themselves, and they are excited to support their industry by being a part of the agency. If challenges arise, we can review the footage to understand how to best support the inspector's professional growth and our own opportunities for best practices within the inspection process.

With the upmost respect it is our hopes that these complaints can continue to be shared with us as they are now. Our agency desires to review any complaints received to your office to support the ongoing efforts of providing everyone with the best outcome for our industry and the public overall. We want to show our paths of communication are open, so we can work together with everyone to quickly resolve situations before they escalate in the future.

Overall, the purpose of body cameras is to preserve the integrity of the agency, protect all parties involved, and reinforce public confidence through accountability and transparency. This afternoon I communicated to our inspection staff members and supervisors to immediately cease operations of all body cameras until further notice. I have scheduled a meeting with the inspectors for Monday morning to ensure they are all aware of this.

It is our hope that after this explanation for the need for the body cameras we will have your support moving forward.

Have a wonderful weekend,
Erin

Erin Grace Marceaux | Executive Director
Louisiana State Board of Cosmetology

11622 SunBelt Ct Baton Rouge, LA 70809

p: (225)756-3404 | 866-257-7901 (toll free)

c: [REDACTED]

e: erin.marceaux@la.gov

w: www.lsbclouisiana.gov



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From: Erin Marceaux <Erin.Marceaux@LA.GOV>

To: Emily Andrews <Emily.Andrews@la.gov>

Cc: Christian Courson <Christian.Courson@la.gov>, Angelique Freel
<Angelique.Freel@la.gov>

Subject: Re: LSBC-Body Cameras

Date: Tue, 21 Apr 2026 16:12:28 +0000

Importance: Normal

Inline-Images: OutlookEmoji-17730794227802c65cce2-3f84-47b5-be88-4f8014664027.png;
OutlookEmoji-17730794227809ebd968b-552c-4cdc-87ee-279f104ce8ce.png;
OutlookEmoji-1773079422780d6138543-89bf-4a77-b031-aa262c2e6123.png;
OutlookEmoji-1773079422780f252ce66-f204-4853-9e45-7db3a69f2cb6.png;
OutlookEmoji-1773079422780d2af15a0-585a-4814-818d-4af2c76e1cbf.png; OutlookEmoji-
17730794227805c44bd55-1330-4f87-8098-362ed8c37ed4.png; OutlookEmoji-
177307942278038f30465-1749-471c-a502-0b254fdd4aab.png; OutlookEmoji-
17730794227800dc83dd6-0580-4408-a6dd-c07eee4afabc.png

Good morning,

I hope you are having a great week. Is there any way we can get a formal cease and desist letter for the body cameras? We are trying to resolve getting ourselves out of the body camera contract. We want to eliminate the cost since the cameras are not able to be used.

Thank you,
Erin



ERIN GRACE MARCEAUX

Executive Director

Louisiana State Board of Cosmetology

11622 SunBelt Ct Baton Rouge, LA 70809

p: (225)756-3404 | 866-257-7901 (toll free)

C: [REDACTED]

e: erin.marceaux@la.gov

w: www.lsbc.louisiana.gov

From: Erin Marceaux

Sent: Thursday, March 5, 2026 1:30:59 PM

To: Emily Andrews

Cc: Christian Courson; Angelique Freel

Subject: Re: LSBC-Body Cameras

Good afternoon Emily,

If you could please send us a form of cease-and-desist letter for us to send to the company, we have the body camera contract with, I would appreciate it. I'm hoping to eliminate the costs for the next 2-3 years that we are

on contract for. Maybe even just an email or formal notification to stop usage per the Governor would suffice.

Let me know if you need anything additional from me. And thank you for trying to help us work towards a solution.

Have a great rest of your day!

Erin

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Louisiana State Board of Cosmetology
11622 SunBelt Ct Baton Rouge, LA 70809
p: (225)756-3404 | 866-257-7901 (toll free)
c: [REDACTED]
e: erin.marceaux@la.gov
w: www.lsbclouisiana.gov

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From: Emily Andrews
Sent: Wednesday, March 4, 2026 11:49:19 AM
To: Erin Marceaux
Cc: Christian Courson; Angelique Freel
Subject: Re: LSBC-Body Cameras

Thanks Erin. I'll try to give you a call This afternoon.
Sent from my iPhone

On Mar 4, 2026, at 11:46 AM, Erin Marceaux <Erin.Marceaux@la.gov> wrote:

Hi Emily,

I hope you are having a great week thus far. Please, let me know if you need any additional information regarding the body cameras for our inspectors. We have had several inspectors inquire about when they can be reinstated for use, as they are wanting to have them back in the field. Also, we still have not received any complaints at our office regarding the body cameras on the inspectors.

Thank you,
Erin

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c: [REDACTED]
e: erin.marceaux@la.gov
w: www.lsbclouisiana.gov

From: Emily Andrews
Sent: Saturday, February 21, 2026 6:09:19 AM
To: Erin Marceaux
Cc: Christian Courson; Angelique Freel
Subject: RE: LSBC-Body Cameras

Erin:
Thank you for the information. I hope to follow up with you next week.

image001.png

Emily Andrews
Special Counsel
Office of Governor Jeff Landry
Phone: (225) 342-7015
www.Louisiana.gov

From: Erin Marceaux <Erin.Marceaux@LA.GOV>
Sent: Friday, February 20, 2026 8:49 PM
To: Emily Andrews <Emily.Andrews@la.gov>
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Erin

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p: (225)756-3404 | 866-257-7901 (toll free)
c: [REDACTED]
e: erin.marceaux@la.gov
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w: www.lsbc.louisiana.gov

From: Erin Marceaux <Erin.Marceaux@LA.GOV>

To: Emily Andrews <Emily.Andrews@la.gov>

Subject: Conference Call Supporting Materials

Date: Thu, 19 Feb 2026 18:30:57 +0000

Importance: Normal

Attachments: FEE_INCREASE_RETURN_FORM_LETTER_2025-2026.pdf; Halo-Video_Blur.pdf; Salon_328.pdf

Good afternoon Emily,

Please see the attached information for your review while we are on the call.

1. Fee Increase Return Form- This is what is mailed back to the license holder if their fee is sent in with the incorrect amount due to the recent fee increase.
2. Halo Video Blur- This is the email with confirmation supporting what I told you in the body camera footage's ability to be blurred when needed. (Below is a link for more information regarding that option with our cameras)
3. Salon 328- This is all we have regarding this salon and the license holder you mentioned. Because I did not have any recent dates regarding interactions with her, I did inquire with our inspector for that area, and she checked her schedule to confirm she had not been there since last April 2025. Nothing was ever given to her regarding her photo not being on the license according to our records.

<https://knowledge.halosbodycams.com/knowledge/redacting-videos>

Looking forward to speaking with you!

Erin Grace Marceaux | Executive Director
Louisiana State Board of Cosmetology
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c: [REDACTED]
e: erin.marceaux@la.gov
w: www.lsbclouisiana.gov

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State of Louisiana

Louisiana State Board of Cosmetology
11622 Sunbelt Court, Baton Rouge, LA 70809
(225) 756-3404 Telephone - (225) 756-3410 Fax
Web Address: www.lsbclouisiana.gov

DATE

Dear Applicant,

The Louisiana State Board of Cosmetology's licensing fees have recently increased; therefore, your payment cannot be processed. Please submit the corrected amount (see charts below) within 10 days to avoid any additional potential fees.

THE NEW FEE AND LATE FEE CHARTS ARE BOTH LISTED BELOW. PLEASE CONTACT THE OFFICE IF YOU CANNOT DETERMINE THE CORRECT PAYMENT AMOUNT.

NEW FEE CHART

License/Permit Type	Current Fee
Cosmetologist/Esthetician Manicurist/Instructor Manager	\$35.00
Booth Renter	\$50.00
All Permits	\$50.00
Salons/Shops/Facilities	\$55.00

LATE FEE CHART

If the current fee is	Then the late fee is	For a total of
\$35.00	\$35.00	1 yr= \$70.00 2 yrs= \$140.00 3 yrs= \$210.00
\$50.00	\$50.00	1 yr= \$100.00 2 yrs= \$200.00 3 yrs= \$300.00
\$55.00	\$55.00	1 yr= \$110.00 2 yrs= \$220.00 3 yrs= \$330.00

*** SUBMIT THIS LETTER WITH YOUR RENEWAL AND PAYMENT ***

From: Chiara Nunu <Chiara.Nunu@haloamericas.com>
Sent: Thursday, February 19, 2026 10:32 AM
To: Deborah Johnson (Cosmetology)
Subject: Re: HALOS | Onboarding Recap

EXTERNAL EMAIL: Please do not click on links or attachments unless you know the content is safe.

Hello Deborah,

Yes, you can blur images in videos. I have included a link to a video and step-by-step instructions for redacting footage. If you have any questions, I am happy to jump on a call with you!

[HALOS | Video Redaction](#)

Best,
Chiara

Chiara Nunu
Customer Success Manager

HALOS Body Cams

chiara.nunu@halosbodycams.com

4400 State Highway 121, Suite 300, Lewisville, Texas 75056



[Create Your Own Free Signature](#)

[Book Meeting](#)

Inspection and Violation Report Review- Salon 328 and Phoebe Savoy

Deborah Johnson (Cosmetology)

Fri 2/13, 2:07 PM

Erin Marceaux

Download

Good Afternoon,

I have completed a thorough review of all inspection and violation reports for 2026. At this time, there are no inspection reports or violation records on file for Salon 328 or Phoebe Savoy for 2026.

The most recent violation occurred in April 2025, when the salon received a \$25 fine for failing to have a current salon license properly posted. Prior to that, the salon received the same violation in 2022.

Please let me know if you need any additional details or documentation.

Deborah Johnson | Licensing Analyst Supervisor

Louisiana State Board of Cosmetology

[11622 SunBelt Ct Baton Rouge, LA 70809](#)

p: (225)756-3404 ext 206 | 866-257-7901 (toll free)

e: deborah.johnson@la.gov

w: www.lsbclouisiana.gov <[https://urldefense.com/v3/_http://www.paulmitchell.edu/neworleans_!lCCC_mTAI-65pzXLmawimbxNvF-WdTON49zMnQoGDIQAVvNRnGR3QhMztJ0LNrOrf8pwxoEbhcv8BJHOw5vw65SAO67rpd4J0T_7UYg\\$](https://urldefense.com/v3/_http://www.paulmitchell.edu/neworleans_!lCCC_mTAI-65pzXLmawimbxNvF-WdTON49zMnQoGDIQAVvNRnGR3QhMztJ0LNrOrf8pwxoEbhcv8BJHOw5vw65SAO67rpd4J0T_7UYg$)>

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