I recently joined with Governor Jim Douglas to create the Vermont Climate Collaborative, an effort that continues Vermont’s tradition of visionary environmental leadership and holds great promise for strengthening our state’s economy. The Vermont Climate Collaborative Charter, signed at the Statehouse on October 1, will guide us as we address the challenges of climate change and move forward to build a green economy for our state’s future.

The Collaborative is a partnership among Vermont’s academic, government, and business sectors. As the Collaborative recommends priorities for action and measures results, the environmental research capacity at the University of Vermont and other higher education institutions statewide will play a central role. At UVM, scientific endeavor related to the health of the environment is a hallmark, exemplified today by faculty such as Lisa Aultman-Hall and Richard Watts at UVM’s Transportation Research Center and the work of Jennifer Jenkins and William Keeton on biomass, forest dynamics, and carbon storage.

UVM’s own institutional practices—from LEED certification of our buildings to the green-certified toilet paper in our bathrooms—increasingly build our reputation as a national higher education leader in sustainability. The strides we’ve made in recent years on this front reflect the effort of many across our institution, and they make us a natural leader in a forward-looking initiative such as the Vermont Climate Collaborative.
Benefits - Rita Lemire, Chair

The Benefits Committee met this month with Staff Council President, Beth Walsh, as well as Operations Manager, Greg Brown, from Human Resources. The recently announced change to the Blue Cross/Blue Shield policy, as it relates to the purchase of diabetic supplies and new co-pay, was discussed in great detail. The timing of these announcements as it relates to employee enrollment of Flexible Spending Accounts was the focus of the conversation. A Contact Sheet regarding the Tuition Remission policy to cover comprehensive fees for courses taken for credit by an employee’s spouse or civil union partner was also discussed. It was agreed that this information needs to be better communicated on the Tuition Remission form currently used and that the Committee will work towards making a recommendation on this matter.

Communication - Joanne Montanye, Chair

In the second stage of our outreach to staff: we are providing translated versions of the informational brochure for ESL staff populations. We have identified the four most commonly spoken languages (Vietnamese, Chinese, Bosnian and Arabic) and are gathering quotes for translation of the English text, proofreading and printing costs. A member of the UVM Webteam will be coming to speak at our next (November) meeting to educate us on outreach technologies that are compatible with the new UVM website template. (For example, a "Newsletter" format for the Staffline) This will help us save time by focusing our efforts on communication vehicles most likely to succeed. We also discussed several new and exciting ideas proposed by committee members, including creating a survey to gather input on perceived staff needs, incorporating staff profiles into the "UVM Stories" section on the UVM homepage, and developing and producing some media presentations to take to events where we promote Council participation.

Employee Environment and Facilities—Michelle Mullarkey, Chair

The EEF Committee managed to meet twice in the month of October, the second time to welcome three new members! We also have established standing meetings; generally the third Tuesday of the month, except for December. There will be two main projects of the committee this year, one will be to work with the Center of Health and Wellbeing and others to create, distribute and deliver results from a very short survey that captures the staff perspective on employee health, safety, and workplace environment. The other is to work with the Environmental Forum's (previously the Environmental Council) Outreach subcommittee to establish a 'greener workplace' education program. Finally, the Committee will promote Focus the Nation in February, Way To Go Week in May, and other initiatives as they arise. We also continue to welcome new members, so please feel free to join our next meeting if you're interested!
Internal Affairs - Marilyn Baker, Chair.
The Internal Affairs Committee met on October 14 & 15, 2008. New members were welcomed and a list of committee members can be found online at the Staff Council’s web page. We met with Greg Brown, Human Resources to discuss the Shared Leave for Sick Pool and UVM’s Short Term Disability plan. The committee reviewed new contact sheets including benefits for temporary staff and is continuing to work on a campus-wide customer service award and the employee evaluation process.

Recreation - Ida Russin, Chair
The Recreation Committee is excited about bringing back the popular Book Fair which was held at the Waterman Memorial Lounge on Wednesday, October 29th, 2008. The Holiday Bazaar is well underway with participants signing up to sell their crafts and wares. We are hopeful that this might be the largest bazaar ever, because we have the beautiful Grand Maple Ballroom at the Davis Center to house the event. The university community should also be aware that the Recreation Committee has a Community Service Award fund, which will send $10 per UVM staff member to a 5013c charitable organization, when the staff member volunteers for an event. Details about limits and the form to complete can be obtained by contacting the Recreation Committee chair.

Rules & Election - Rob Rohr, Chair
At the October 21st meeting of the Rules and Elections Committee, the Committee members identified several major issues that they are working on: represented and non-represented staff serving on Staff Council; release time for grant funded representatives; and all units having representation on the Staff Council. President Walsh reported on a meeting she had with several University administrators concerning the participation of grant funded staff in Staff Council activities, as well as their participation in other campus committees. The Rules & Election Committee proposed a new timeline for the Staff Council election and the transition of Committee chairs. Once a timeline has been drafted, the Committee will bring the proposed timeline before the Staff Council for review.

Salary & Budget—Mary Reilly, Chair
The Salary & Budget Committee met on October 16, 2008. Mary Reilly was elected Chair and Eileen Kristiansen Vice Chair. As a follow up to last year’s salary recommendations, Ted Winfield and Barbara Johnson discussed the timetable of the budget process, the salary data collected by HR that forms the basis of the salary pool, the relation of performance evaluations to salary increases, and other related financial issues.
Recreation Committee ~ Accent Travel

ACCENT TRAVEL - UVM EXCLUSIVE

A 7 NIGHT EASTERN CARIBBEAN CRUISE ABOARD
THE OASIS OF THE SEAS, APRIL 17, 2010

Your package includes:
 Virtually everything...from accommodations to around-the-clock dining options. Fabulous nightly entertainment and most shipboard activities as well.

Prices start from

Balcony Staterooms: $1595.58 per person double occupancy
Includes cruise/port charges, taxes & fuel surcharges.
Single/triple prices upon request if available.
Low-cost air add-ons are available.

UVM Staff SAVE $50 (ask for details)

SIGN UP TODAY!

Come Join This Great Cruise Adventure On
The Newest and Largest Ship on the Seas!

For more information or to reserve space:
Call Angie Atkinson: 802-872-5644, Email: angiea@accenttravel.com
A deposit of $500 due February 27, 2009 will hold space for you.

Accent Travel
Call or log-on today at www.accenttravel.com
Recreation Committee ~ Holiday Bazaar

The Staff Council Recreation Committee’s
2008 Holiday Bazaar
Tuesday, December 2, 2008
9:00 am – 3:00 pm

Crafters, Artisans, Artists

The 2008 Holiday Bazaar is well underway with planning and details. Many vendors have booked their tables for this event being held in the Grand Maple Ballroom of the Davis Center. But with this larger space, we are able to accommodate up to 50 tables, so don’t lose this opportunity to sell your wares to our UVM peers.

If you’re interested in booking a table for this event, please contact the Staff Council office at staff.council@uvm.edu or at 656-4493. The cost is $25 per six-foot table. A layout of the room is available in the office and online on the website www.uvm.edu/~staffloc.

Bakers

The Recreation Committee supports many events throughout the year from our fundraisers. This is our largest bake sale of the year. We are asking the University community to donate a batch of your favorite cookies, breads, cakes, or delectable baked goods. This kicks off the Holiday season, so why not get your baking skills up and running? Food donations for the bake sale can be dropped off at the Davis Center either directly at the Recreation Committee table, or at the loading dock, the morning of the event, December 2nd. Those interested in donating food items should contact ilda.rusin@uvm.edu. Details will be publicized a bit later.

Donations

We are interested in donations of gifts for the Annual Holiday Bazaar raffle. If you, or someone you know, would like to promote their business, while helping to raise money for the Recreation Committee, please ask them to contact the Staff Council Office at 656-4493. Donations of goods and services are greatly appreciated. Money raised from these events are used in many ways, from supporting our Community Service Award funding to providing free tickets to the Champlain Valley Fair to anyone who orders their tickets through UVM.
Recreation Committee

Discounted Ski & Ride Day Vouchers
for UVM employees, retirees and family members.
UVM identification necessary.
All are available in the Staff Council Office, 305 Waterman Building

ALPINE LIFT COUPONS ~ $10.00 OFF ANY FULL DAY TICKET, ANY DAY
NORDIC TRAIL COUPONS ~ $5.00 OFF ANY FULL DAY TICKET ANY DAY

JAY PEAK VERNON

ALPINE LIFT VOUCHERS – (FULL DAY, ANY DAY)
ADULTS ~ $35.00 ~ YOUTH (6 – 17) ~ $30.00

SMUGGS DAY VOUCHERS – (FULL DAY, ANY DAY)
ADULTS ~ $46.00 ~ YOUTH (6 – 17) ~ $36.00

2009 Vermont Entertainment Books
Dine . . . Shop . . . Travel
Save up to 50%
Each book costs only $30.00 payable in cash or checks made out to UVM.
Books are available in the Staff Council Office, 305 Waterman
This year’s book includes savings for fine dining, casual and fast-food dining, travel & hotels, entertainment & sports, retails & services

* For more information on specific discounts offered, please visit www.entertainment.com
FIRST NIGHT BURLINGTON 2009!
December 31, 2008
Noon to Midnight – Downtown Burlington

GROUP BUTTON SALES THROUGH 12/21/08

ADULT BUTTONS - $12.00
KID’S BUTTONS (3-12 yrs): $5.00 all the time

You may purchase buttons at UVM’s Staff Council Office
305 Waterman Building
or
call 656-4493 for more information.
_Hurry, this offer is only available through December 21st_!

Support Vermont’s largest single-day festival of the arts: First Night Burlington – a holiday tradition for the whole family! Join us as we celebrate our 26th year bringing the community together with an affordable, substance-free New Year’s Eve festival of the arts. Over 200 performances featuring a parade, music, dance, comedy, kids activities, art, fireworks and more, all for the price of a First Night Button! To find out more, visit:

November is Open Enrollment for Flexible Spending Accounts

If you wish to enroll in a Flexible Spending Account for 2009, you must do so during the month of November 2008.

Your 2009 Flexible Spending Account would then be active from January 1, 2009 to December 31, 2009.

A Flexible Spending Account lets you pay less money in taxes by enabling you to spend pre-tax dollars on certain health and dependent care expenses. It is a benefit that is definitely worth considering if you have dependent care expenses or medical expenses that you can estimate for the coming year.

If you would like to open a Flexible Spending Account for the first time, or wish to re-enroll for 2009, all the forms and information you need are available at:

http://www.uvm.edu/~uvmhr/flexspending.html

If you are currently participating in the Flexible Spending Account program and wish to participate again in 2009, you MUST re-enroll during the month of November.

If you have questions, you may contact Human Resources Services, Employee Information Center at 656-3150.

The UVM Flexible Spending Program is administered by Comprehensive Benefit Administrators (CBA). As a reminder, be aware that all 2008 claims must be submitted by March 31, 2009 to be reimbursable. When sending your receipts to CBA, please be sure to use the Reimbursement Claim forms which can be accessed online through the link above.
Campus News & Announcements

Fall is a great time to get back to a healthier you!

Vtrim™ is pleased to offer the Vtrim™ Weight Management Program to UVM employees. Vtrim™ is a highly successful 24 week behavioral weight management program researched and developed at UVM over last 16 years.

Make your weight loss goal a reality and commit today. With a doctor’s referral, you can now pay for VTrim using your Health Savings Account! Be sure to check with your doctor to get it approved before the Flex Account sign-up throughout the month of November.

Program Components:
- 24 Weekly meetings on campus led by a Certified Vtrim™ Facilitator
- Weekly behavior modification lessons with corresponding activities
- Individualized calorie goal to achieve a 1-2 pound weight loss per week
- An exercise goal that builds up to walking 20 miles in a week
- Weekly professional guidance and feedback
- Pedometer, calorie reference book and weekly journals to record food and exercise
- Group support from fellow participants

Cost: $695.00 at the time of registration

For more information: See www.uvm.edu/~vtrim to see class options and register!

Vtrim™ at the University of Vermont
322 So. Prospect Street, Burlington, VT 05405
Telephone:
(800) 639-3210
(802) 656-2085
**Campus News & Announcements**

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**Coming in November**

**UVM Flu Shot Clinic**

*For UVM faculty and staff*

*Bring your UVM Photo ID*

*First come basis*

*Fee: $12.00*

We recommend that you ask for your flu shot if you have an existing appointment with your primary care provider in the near future. The cost may be free if your primary care provider is offering a flu shot clinic, or you may be charged your respective co-pay.

Sponsored by UVM Human Resources Benefits Office, Lifetime Wellness Program and BCBSVT

Questions: contact Emina.Burak@uvm.edu

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**Thursday, November 6, 2008**

8:30 a.m. - 1:30 p.m.

*Phi Beta Kappa, Waterman 507*

**Friday November 7, 2008**

8:30 a.m. - 1:30 p.m.

*Coolidge Dining Room, Waterman*

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**Do you have an Unused or Broken Cellphone?**

*Want to get rid of it and help a worthy cause?*

Unused or Broken cellphones can be donated at the UVM Police Services’ lobby at 284 East Avenue or the Davis Center Information Desks. These cellphones will be given to Women Helping Battered Women (WHBW) who will reprogram useable cellphones to provide to families experiencing domestic violence. The damaged cellphones are recycled with WHBW receiving money from the recycled phones.

Any departments that have upgraded their cellphones and any individuals that have out-dated cellphones at home, please consider dropping them off at UVM Police Services or the Davis Center Information Desks.
UVM DEPARTMENT OF THEATRE TO PRESENT
TONY AWARD WINNING MUSICAL
CABARET
NOVEMBER 5th – 16th

The UVM Department of Theatre brings the sinful and seedy Kit Kat Club to the Royall Tyler Stage with its production of the Tony Award Winning Musical CABARET running November 5 – 8 and 13 – 16. Gregory Ramos will direct and choreograph and Tom Cleary will be Music Director.

A post-show discussion by Professors Frank Nicosia and Jonathan Huener of the UVM History Department entitled “Cabaret” in Context: Berlin in the Weimar Era will be presented following the November 15th performance.

With the book written by Joe Masteroff, lyrics by Fred Ebb and music by John Kander, CABARET, a legendary landmark musical turns Weimar Berlin of 1931 into a dark and sexually charged haven of decadence. Its extraordinary inhabitants are determined to keep up appearances as the real world-outside their cabaret faces economic crisis and the growing power of Hitler and the Nazi Party. It is where British singer Sally Bowles performs nightly at the infamous Kit Kat Klub and meets the brash American writer Clifford Bradshaw. A sub-plot involves the romance between German boarding house owner Fräulein Schneider and her elderly suitor Herr Schultz, a Jewish fruit vendor. Observing all of the action is the Emcee, who presides as master of ceremonies at the Kit Kat Klub and serves as a constant metaphor for the current state of society

The cast of CABARET is an eclectic combination of UVM students, staff and local talent with Taryn Noell in the role of Sally Bowles, Matthew Trollinger as the Emcee and Sam Durant Hunter as Clifford Bradshaw. Leandra Brixey, Rachel Bruce, Kari Buckley, Alex Castleton, Andy Freidland, Nick Hapshe, Stefan Kostolitz, Jen Kramer, Emily Lahteine, Edward C. Nagel, Ian Oliver, Katie Owens, Dirk Rodricks, Andrea Underhill, and Craig Wells as Herr Schultz complete the cast. Craig Wells appears courtesy of Actors Equity Association and has performed on Broadway in Les Miserables and Chess both directed by Trevor Nunn as well as Forbidden Broadway. Scenic Design is by Jeff Modereger, Lighting Design by John B. Forbes and Costume Design by Martin A. Thaler.

Tickets are selling quickly and can be purchased on line at www.uvmtheatre.org or by calling the UVM Theatre Box Office at 802-656-2094. CABARET will contain mature material. Dates for CABARET are November 5 – 8 and 13 – 16. All performances are at 7:30pm with exception of the Sunday November 16 matinee at 2pm only. Tickets prices are $9 for UVM Students and $19 for Adults. Discounted tickets for UVM Faculty/Staff and Seniors 55+ are $16 and all are reserved seating. Group discounts are available by calling Molly Kurent, Director of Marketing at 802-656-0094. ASL Interpretation for the deaf and hard of hearing and Audio Description for the blind and sight impaired are available at the Sunday, November 16th matinee at 2pm.

UVM Theatre’s annual holiday production of The Toys Take Over Christmas by Patricia Clapp will be presented December 6 & 7 at 10am, 2pm and 6pm. Tickets are $12 for all adults and $7 for children under 14. Tickets for Toys go on sale October 15th on line at www.uvmtheatre.org or by calling the Box Office at 802-656-2094.
UVM Theatre’s annual holiday production of

**The Toys Take Over Christmas**
by Patricia Clapp

will be presented December 6 & 7 at 10am, 2pm and 6pm.

Tickets are $12 for all adults and $7 for children under 14.

Tickets for Toys go on sale October 15th on line at [www.uvmtheatre.org](http://www.uvmtheatre.org) or by calling the Box Office at 802-656-2094.

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**UVM Students, Staff and Alums Bring Lyric Theatre’s A Chorus Line to Life on the Flynn Stage.**

Many UVM students, staff and alumni are involved in Lyric Theatre’s November 13-16 production of A Chorus Line at the Flynn. Appearing onstage are UVM students Danielle Bohrer (Lois), Brad Enos (Don), Kate Godkin (Cassie) and Suzanne Lunden (Prudie) as well as UVM alums Craig Hilliard (rehearsal pianist), Sofia Hirsch (Sheila), Serena Magnan O’Connell (Diana), Jayne Methot Walker (vocal chorus) and Kate Whalen (Bebe). UVM faculty members Mark Tischler and Carol Wheel will be lending their voices to the chorus. Behind-the-scenes are UVM staff members Pam Carter (Stage Manager), Diantha Howard (Costume Designer), Leigh Sweet (Asst. Lighting Design and Production Electrician) and alum Liz Villa (Promotional Wear).

**A Chorus Line** runs from Nov. 13-16 at the Flynn Center in Burlington, with evening performances Thursday-Sunday and matinees on Saturday & Sunday. Ticket prices are $19-$30 with student and senior discounts for selected performances. The Saturday matinee performance will be audio-described. Tickets are available at the Flynn Box Office, by calling 86FLYNN or online at [flynntix.org](http://flynntix.org).
"Connecting You With Transportation Choices"

CATMA's 2008 Annual Fall Employee Transportation Survey will be launched within the next few weeks to all employees at its member institutions-- University of Vermont, Fletcher Allen Health Care, Champlain College, and American Red Cross-- and to employees working at the State of Vermont downtown Burlington district. In mid-November, each employee will receive an invitation from CATMA to take the survey. The invitation, being sent to you via intercampus mail, will include instructions on how to take the survey along with your non-traceable personal password. This is an opportunity for you to provide us with your transportation, parking and commuting experiences to the Burlington "Hill" campus area district. PLUS, you'll have a chance to enter your name in our drawing to win one of many $20 gift cards redeemable in downtown Burlington, just for completing the survey. Watch for your brightly colored personal invitation to participate in CATMA's survey in the next few weeks. Your input is very valuable!

For further information on this survey, please call CATMA at 656-RIDE or email catma@uvm.edu. Just a reminder, UVM employees are eligible to participate in CATMA's Bike-Walk Reward program, confidential carpool matching service, Emergency Ride Home program and monthly restaurant drawings, as well as receive FREE bus rides on all CCTA local routes and LINK services as part of CATMA's Unlimited Access program. If you are interested in further information on these alternate commuter programs and services or want to register in one of these programs, please feel free to visit www.catmavt.org or call the CATMA office.
The University of Vermont
DEPARTMENT OF PHYSICAL PLANT
ENERGY MANAGEMENT OFFICE
284 EAST AVENUE
SOUTHINGTON, VERMONT 06020-0501
(860) 675-6300
FAX (860) 675-1075
energy@uvm.edu

UVM Faculty, Staff & Students:

In an effort to reduce the amount of energy consumed here at The University of Vermont (UVM), the
following are a few suggestions on how you can help us conserve. Please take this into consideration
for the upcoming 2008 & 2009 change of seasons. The energy tips are as follows:

• Turn off all UVM office or residence hall lights, computers and other miscellaneous office
equipment (including PC monitors, laser printers and copy machines) when not needed. Also,
please “unplug” those electrical devices that are typically not being used for an extended period
of time.
• Switch or enable the “energy-saving” feature on your desktop or laptop computer. This will turn
off your monitor, but leave your PC in a standby mode.
• Make sure that all office windows and exterior doors are securely closed, at all times, including
the exterior storm windows and doors.
• Pull the window shades or blinds closed in the late afternoon hours (and at night) in order to
 lessen the heat loss during the cold, fall and winter months.
• Lower the temperature setting of your thermostat or radiator control valve to 68 degrees -- and
turn down (a few degrees) before leaving your office or residence hall for the evening.
• Please call UVM’s Service Operations Support (S.O.S.) at 656-2560 with any problems that you
may view as a waste of energy. UVM’s S.O.S. can also be reached, via e-mail, at sos@uvm.edu.

If there are any questions and/or comments, or you would like to know more about how you can help
conserve energy at UVM, please give me a call at 656-8213 or via e-mail at energy@uvm.edu.
Thanks in advance for your time and cooperation. Energy Conservation is a “team effort” at UVM!

Richard Wolbach, C.E.M.
UVM – Physical Plant Department
Energy Management Office

ENERGY CONSERVATION...LET’S MAKE IT A TEAM EFFORT!

An Equal Opportunity/Affirmative Action Employer
**Campus News & Announcements**

**Staff Council Representatives Needed**

The following units and divisions have vacancies that need to be filled with Staff Council Representatives

**COM** - College of Medicine - Five (5) available Representative positions

**VPS&CL** - VP Student & Campus Life - Four (4) available Representative positions

**VPF/AFS** - VP Finance, AFS - Five (5) available Representative positions

**VPF/UFS** - VP Finance, UFS - One (1) available Representative position

For more information, contact the Staff Council Office at 656-4493 or visit the Staff Council website at [www.uvm.edu/~stffcncl](http://www.uvm.edu/~stffcncl) to learn more about how you can get involved.

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**2007-2008 Davis Center Annual Report**

The past year at the Davis Center has been one of great excitement and challenge as a team of staff, faculty and students worked hard to realize the potential of a new 186,000 square foot green facility. This report reflects on the year’s accomplishments, improvements, and challenges. In addition, the DC annual report will serve as a means of accountability to improving our day-to-day operations.

Highlights include:

- Approximately 54% of the total waste was diverted from a landfill through recycling and composting
- The Davis Center hosted 3,188 events (37% student; 63% UVM affiliate, 1% outside group)
- Ben & Jerry's gave away 4,920 cones during free cone day

Read the complete report at [uvm.edu/daviscenter](http://uvm.edu/daviscenter).

Your feedback is critical. Please don't hesitate to share your ideas with us (email [daviscenter@uvm.edu](mailto:daviscenter@uvm.edu)).
Campus News & Announcements

Staff Council Meetings

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<td>Council Meeting: Tues., Nov. 4th</td>
<td>Council Meeting: Tues., Dec. 2nd</td>
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Staff Council Outreach Tables

Friday, November 14, in the Davis Center Atrium
Friday, December 19, in the Davis Center Atrium
11:30am - 1:30pm
Hosted by Staff Council President Beth Walsh

- Learn about Staff Council and what it does for Staff at UVM
- Learn how you can get involved
- Bring forth questions and ideas for Staff Council
- Voice issues and concerns regarding Staff at UVM

Staff Council Office Hours

Staff Council Office
305 Waterman
85 South Prospect Street
Burlington, VT 05405

Monday - Thursday 8am-3:30pm
Friday 9am-1pm

Personal

We extend our condolences to Sally Cleveland whose Mother, Florence Jones, passed away Wednesday October 8, 2008 and to retiree G. Donald Weaver and Madeline Warren Weaver for the loss of their son D. G. Weaver on Friday October 10, 2008.

Announcements

We welcome announcements regarding new Staff at UVM. Please send your photo and a short paragraph to Staff.Council@uvm.edu for inclusion in Staffline.

2008-2009 Staffline Submission Deadlines

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<th>Edition</th>
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