

KROGER EMPLOYMENT PROCEDURES

KROGER EMPLOYMENT PROCEDURES ARE ESSENTIAL FOR ANYONE SEEKING A JOB AT ONE OF THE LARGEST SUPERMARKET CHAINS IN THE UNITED STATES. THIS COMPREHENSIVE GUIDE EXPLORES THE ENTIRE KROGER HIRING PROCESS, FROM APPLICATION TO ONBOARDING, ENSURING YOU UNDERSTAND EVERY STEP. WE'LL COVER HOW TO APPLY FOR KROGER JOBS, THE SCREENING AND INTERVIEW STAGES, REQUIRED DOCUMENTATION, BACKGROUND CHECKS, AND WHAT TO EXPECT DURING TRAINING. WHETHER YOU'RE INTERESTED IN A CASHIER, MANAGEMENT, OR WAREHOUSE ROLE, KNOWING KROGER'S EMPLOYMENT PROCEDURES WILL HELP YOU PREPARE FOR SUCCESS. WE ALSO ADDRESS FREQUENTLY ASKED QUESTIONS AND DETAIL THE BENEFITS OFFERED TO KROGER EMPLOYEES. READ ON TO DISCOVER EVERYTHING YOU NEED TO KNOW ABOUT SECURING A POSITION AT KROGER AND NAVIGATING THEIR STRUCTURED EMPLOYMENT PROCESS.

- OVERVIEW OF KROGER EMPLOYMENT PROCEDURES
- APPLICATION PROCESS AT KROGER
- KROGER SCREENING AND INTERVIEW STEPS
- REQUIRED DOCUMENTATION AND ELIGIBILITY
- BACKGROUND CHECKS AND DRUG TESTING
- KROGER ONBOARDING AND TRAINING PROCEDURES
- EMPLOYEE BENEFITS AND SUPPORT
- FREQUENTLY ASKED QUESTIONS ABOUT KROGER EMPLOYMENT PROCEDURES

OVERVIEW OF KROGER EMPLOYMENT PROCEDURES

KROGER EMPLOYMENT PROCEDURES ARE DESIGNED TO ENSURE A FAIR, CONSISTENT, AND EFFICIENT HIRING PROCESS FOR ALL CANDIDATES. THE COMPANY FOLLOWS STANDARDIZED STEPS TO IDENTIFY QUALIFIED INDIVIDUALS WHO ALIGN WITH ITS VALUES AND CAN CONTRIBUTE TO ITS CUSTOMER-FOCUSED ENVIRONMENT. KROGER'S HIRING PROCESS INVOLVES MULTIPLE STAGES, INCLUDING APPLICATION, SCREENING, INTERVIEWS, AND ONBOARDING, TAILORED TO BOTH ENTRY-LEVEL AND EXPERIENCED POSITIONS.

BY MAINTAINING STRICT EMPLOYMENT PROCEDURES, KROGER ENSURES COMPLIANCE WITH STATE AND FEDERAL REGULATIONS, PROVIDES EQUAL OPPORTUNITIES, AND FOSTERS A SAFE WORKPLACE. UNDERSTANDING THESE PROCEDURES HELPS APPLICANTS PREPARE EFFECTIVELY AND INCREASES THEIR CHANCES OF JOINING KROGER'S WORKFORCE.

APPLICATION PROCESS AT KROGER

FINDING JOB OPENINGS

KROGER REGULARLY POSTS JOB OPENINGS FOR VARIOUS POSITIONS SUCH AS CASHIER, STORE ASSOCIATE, MANAGER, PHARMACY TECHNICIAN, AND WAREHOUSE STAFF. JOB SEEKERS CAN FIND THESE LISTINGS ON THE KROGER CAREERS WEBSITE, IN-STORE KIOSKS, OR THROUGH EXTERNAL JOB BOARDS. EACH LISTING SPECIFIES THE JOB REQUIREMENTS, LOCATION, AND ESSENTIAL SKILLS NEEDED FOR THE ROLE.

ONLINE APPLICATION SUBMISSION

CANDIDATES MUST COMPLETE AN ONLINE APPLICATION, PROVIDING PERSONAL INFORMATION, EMPLOYMENT HISTORY, EDUCATION, AND REFERENCES. THE PROCESS INVOLVES CREATING AN APPLICANT PROFILE, UPLOADING A RESUME (IF APPLICABLE), AND ANSWERING JOB-SPECIFIC QUESTIONS. APPLICATIONS ARE REVIEWED BY KROGER'S HR TEAM OR STORE MANAGERS.

TIPS FOR SUCCESSFUL APPLICATIONS

- ENSURE ALL INFORMATION IS ACCURATE AND UP-TO-DATE
- HIGHLIGHT RELEVANT SKILLS AND EXPERIENCE FOR THE POSITION
- COMPLETE ALL APPLICATION SECTIONS THOROUGHLY
- DOUBLE-CHECK CONTACT INFORMATION FOR FOLLOW-UP

KROGER SCREENING AND INTERVIEW STEPS

INITIAL SCREENING

AFTER SUBMITTING AN APPLICATION, CANDIDATES UNDERGO AN INITIAL SCREENING. THIS STEP MAY INCLUDE AN AUTOMATED ASSESSMENT OF QUALIFICATIONS AND A REVIEW OF SUBMITTED MATERIALS. SOME POSITIONS REQUIRE COMPLETING ONLINE ASSESSMENTS THAT EVALUATE CUSTOMER SERVICE SKILLS, PROBLEM-SOLVING ABILITIES, AND GENERAL APTITUDE.

THE INTERVIEW PROCESS

QUALIFIED APPLICANTS ARE INVITED FOR INTERVIEWS, WHICH CAN BE CONDUCTED IN-PERSON, OVER THE PHONE, OR VIA VIDEO CALL. THE INTERVIEW FOCUSES ON BEHAVIORAL AND SITUATIONAL QUESTIONS, WORK EXPERIENCE, AVAILABILITY, AND COMPATIBILITY WITH KROGER'S CORE VALUES. FOR MANAGEMENT AND SPECIALIZED ROLES, INTERVIEWS MAY BE MORE IN-DEPTH AND INVOLVE MULTIPLE ROUNDS.

WHAT INTERVIEWERS LOOK FOR

- STRONG COMMUNICATION AND INTERPERSONAL SKILLS
- ABILITY TO HANDLE CUSTOMER INTERACTIONS PROFESSIONALLY
- FLEXIBILITY WITH WORK SCHEDULES AND SHIFTS
- EXPERIENCE RELEVANT TO THE JOB ROLE

REQUIRED DOCUMENTATION AND ELIGIBILITY

ESSENTIAL DOCUMENTS FOR EMPLOYMENT

ONCE A CANDIDATE PASSES THE INTERVIEW STAGE, KROGER REQUESTS DOCUMENTATION TO VERIFY ELIGIBILITY FOR EMPLOYMENT. THIS TYPICALLY INCLUDES PROOF OF IDENTITY AND AUTHORIZATION TO WORK IN THE UNITED STATES, SUCH AS A DRIVER'S LICENSE, SOCIAL SECURITY CARD, OR PASSPORT. CANDIDATES MAY ALSO NEED TO PROVIDE REFERENCES OR ADDITIONAL CERTIFICATIONS FOR SPECIALIZED POSITIONS.

ELIGIBILITY REQUIREMENTS

KROGER EMPLOYMENT PROCEDURES REQUIRE CANDIDATES TO MEET MINIMUM AGE REQUIREMENTS, WHICH CAN VARY BY STATE AND JOB TYPE. MOST ENTRY-LEVEL POSITIONS REQUIRE APPLICANTS TO BE AT LEAST 16 YEARS OLD. SOME ROLES, ESPECIALLY THOSE INVOLVING MACHINERY OR ALCOHOL SALES, HAVE HIGHER AGE REQUIREMENTS AND MAY REQUIRE ADDITIONAL VERIFICATION.

BACKGROUND CHECKS AND DRUG TESTING

BACKGROUND SCREENING

KROGER CONDUCTS BACKGROUND CHECKS ON ALL POTENTIAL EMPLOYEES TO ENSURE A SAFE AND TRUSTWORTHY WORKPLACE. THE SCREENING PROCESS TYPICALLY INCLUDES CRIMINAL HISTORY, EMPLOYMENT VERIFICATION, AND SOMETIMES EDUCATION CHECKS. BACKGROUND RESULTS ARE REVIEWED IN ACCORDANCE WITH COMPANY POLICY AND LOCAL REGULATIONS.

DRUG TESTING POLICY

FOR CERTAIN POSITIONS, KROGER EMPLOYMENT PROCEDURES INVOLVE PRE-EMPLOYMENT DRUG TESTING. THE POLICY HELPS MAINTAIN A DRUG-FREE ENVIRONMENT AND MAY BE REQUIRED FOR WAREHOUSE, PHARMACY, OR MANAGERIAL ROLES. CANDIDATES ARE NOTIFIED ABOUT DRUG TESTING DURING THE HIRING PROCESS. FAILING TO PASS THE DRUG TEST MAY DISQUALIFY APPLICANTS FROM EMPLOYMENT.

KROGER ONBOARDING AND TRAINING PROCEDURES

NEW HIRE ORIENTATION

SUCCESSFUL CANDIDATES RECEIVE AN OFFICIAL JOB OFFER AND ARE SCHEDULED FOR NEW HIRE ORIENTATION. ORIENTATION COVERS COMPANY POLICIES, WORKPLACE SAFETY, CUSTOMER SERVICE STANDARDS, AND JOB EXPECTATIONS. ORIENTATION SESSIONS MAY BE HELD IN PERSON OR ONLINE, DEPENDING ON THE LOCATION AND POSITION.

ROLE-SPECIFIC TRAINING

KROGER PROVIDES COMPREHENSIVE TRAINING TAILORED TO EACH ROLE. TRAINING CAN INCLUDE HANDS-ON INSTRUCTION, ONLINE MODULES, AND MENTORSHIP FROM EXPERIENCED TEAM MEMBERS. EMPLOYEES LEARN ABOUT STORE OPERATIONS, EQUIPMENT USAGE, INVENTORY MANAGEMENT, AND HEALTH PROTOCOLS. ONGOING TRAINING OPPORTUNITIES ARE AVAILABLE FOR SKILL DEVELOPMENT AND CAREER ADVANCEMENT.

EMPLOYEE BENEFITS AND SUPPORT

COMPREHENSIVE BENEFITS PACKAGE

KROGER OFFERS A COMPETITIVE BENEFITS PACKAGE DESIGNED TO SUPPORT THE WELL-BEING OF ITS EMPLOYEES. BENEFITS MAY INCLUDE HEALTH INSURANCE, DENTAL AND VISION COVERAGE, RETIREMENT PLANS, PAID TIME OFF, TUITION ASSISTANCE, AND EMPLOYEE DISCOUNTS. ELIGIBILITY FOR BENEFITS DEPENDS ON JOB CLASSIFICATION AND HOURS WORKED.

EMPLOYEE SUPPORT PROGRAMS

KROGER EMPLOYMENT PROCEDURES EMPHASIZE ONGOING EMPLOYEE SUPPORT THROUGH COUNSELING SERVICES, FLEXIBLE SCHEDULES, AND OPPORTUNITIES FOR INTERNAL PROMOTION. THE COMPANY ALSO VALUES DIVERSITY AND INCLUSION, OFFERING RESOURCES FOR PROFESSIONAL DEVELOPMENT AND WORKPLACE SATISFACTION.

FREQUENTLY ASKED QUESTIONS ABOUT KROGER EMPLOYMENT PROCEDURES

Q: HOW DO I APPLY FOR A JOB AT KROGER?

A: CANDIDATES CAN APPLY FOR KROGER JOBS BY VISITING THE KROGER CAREERS WEBSITE, SEARCHING FOR OPEN POSITIONS, AND COMPLETING THE ONLINE APPLICATION FORM WITH ACCURATE PERSONAL AND EMPLOYMENT INFORMATION.

Q: DOES KROGER REQUIRE BACKGROUND CHECKS FOR ALL POSITIONS?

A: YES, KROGER CONDUCTS BACKGROUND CHECKS FOR ALL POTENTIAL EMPLOYEES TO ENSURE A SAFE WORKING ENVIRONMENT. THE SCOPE OF THE CHECK MAY VARY DEPENDING ON THE POSITION.

Q: WHAT DOCUMENTS DO I NEED FOR THE KROGER HIRING PROCESS?

A: APPLICANTS TYPICALLY NEED TO PROVIDE PROOF OF IDENTITY, AUTHORIZATION TO WORK IN THE U.S., AND ANY CERTIFICATIONS RELEVANT TO THE JOB. EXAMPLES INCLUDE A DRIVER'S LICENSE, SOCIAL SECURITY CARD, OR PASSPORT.

Q: IS DRUG TESTING PART OF KROGER'S EMPLOYMENT PROCEDURES?

A: PRE-EMPLOYMENT DRUG TESTING IS REQUIRED FOR CERTAIN POSITIONS, SUCH AS WAREHOUSE AND PHARMACY ROLES. APPLICANTS WILL BE NOTIFIED IF DRUG TESTING IS NECESSARY DURING THE HIRING PROCESS.

Q: WHAT IS INCLUDED IN KROGER'S NEW HIRE ORIENTATION?

A: NEW HIRE ORIENTATION COVERS COMPANY POLICIES, SAFETY GUIDELINES, CUSTOMER SERVICE STANDARDS, AND JOB-SPECIFIC EXPECTATIONS. IT MAY BE CONDUCTED IN PERSON OR ONLINE.

Q: WHAT BENEFITS DOES KROGER OFFER TO ITS EMPLOYEES?

A: KROGER PROVIDES BENEFITS SUCH AS HEALTH INSURANCE, DENTAL AND VISION COVERAGE, RETIREMENT PLANS, EMPLOYEE DISCOUNTS, PAID TIME OFF, AND TUITION ASSISTANCE, DEPENDING ON THE POSITION AND HOURS WORKED.

Q: HOW LONG DOES KROGER'S HIRING PROCESS TAKE?

A: THE TIMELINE VARIES BY POSITION AND LOCATION BUT GENERALLY RANGES FROM ONE TO THREE WEEKS, INCLUDING APPLICATION REVIEW, INTERVIEWS, BACKGROUND CHECKS, AND ONBOARDING.

Q: WHAT ARE THE MINIMUM AGE REQUIREMENTS FOR KROGER JOBS?

A: MOST ENTRY-LEVEL POSITIONS REQUIRE APPLICANTS TO BE AT LEAST 16 YEARS OLD, ALTHOUGH SOME ROLES HAVE HIGHER AGE REQUIREMENTS DUE TO JOB RESPONSIBILITIES OR LEGAL REGULATIONS.

Q: CAN I APPLY FOR MULTIPLE POSITIONS AT KROGER?

A: YES, CANDIDATES ARE ENCOURAGED TO APPLY FOR MULTIPLE JOBS THAT MATCH THEIR SKILLS AND INTERESTS. EACH APPLICATION MUST BE SUBMITTED SEPARATELY FOR CONSIDERATION.

Q: DOES KROGER OFFER OPPORTUNITIES FOR PROMOTION AND ADVANCEMENT?

A: KROGER SUPPORTS CAREER GROWTH THROUGH INTERNAL PROMOTION AND ONGOING TRAINING PROGRAMS. EMPLOYEES WHO DEMONSTRATE STRONG PERFORMANCE AND LEADERSHIP SKILLS MAY ADVANCE TO HIGHER ROLES.

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kroger employment procedures: Sexual Harassment in the Workplace: Sexuality, social relations, and the workplace Alba Conte, 2010-01-01 The law of sexual harassment is constantly evolving, and the number of sexual harassment claims is dramatically on the rise. Sexual Harassment in the Workplace, Fourth Edition, is a comprehensive guide that provides all the information you need to successfully litigate a sexual harassment claim. Sexual Harassment in the Workplace guides you through the relevant administrative and legal proceedings, from client interviews to attorney's fees. It discusses state and federal remedies available to maximize recovery,

including: The development and elements of the claim Sample pleadings Discovery documents Reviews of actual cases Special attention is given to important topics such as: Suits by alleged harassers Insurance indemnification Class actions And many others Sexual Harassment in the Workplace brings you up to date on the latest case law developments, including the following: A new checklist of items to cover when representing an employer The U.S. Supreme Court confirmed that retaliation is actionable under Title IX where a girls' high school basketball coach claimed that he suffered retaliation for complaining about sexual discrimination in the athletic program of the school, even though he himself was not the direct victim. *Jackson v. Birmingham Board of Education*, 544 U.S. 167 (2005) In order to increase opportunities for mediation, the EEOC expanded the charges eligible for mediation and now mediation is available at the conciliation stage, after a finding of discrimination has been issued, in appropriate cases The U.S. Supreme Court has held that under the Federal Arbitration Act, where parties to an arbitration agreement include a provision that delegates to the arbitrator the threshold question of enforceability of the arbitration agreement, if a party specifically challenges the enforceability of the entire agreement, the arbitrator would consider the challenge. If, however, the party only challenges the enforceability of the arbitration provision, the challenge must be heard by a court. *Rent-A-Center, West Inc. v. Jackson*, 130 S. Ct. 2772 (2010) The lack of timeliness in filing a discrimination action is an affirmative defense and the burden of proof is on the employer. *Salas v. Wisconsin Department of Corrections*, 493 F.3d 913, 922 (7th Cir 2007) A federal employee's premature filing of a sexual harassment employment discrimination and retaliation complaint did not constitute a failure to exhaust administrative remedies so as to deprive the district court of subject-matter jurisdiction. *Brown v. Snow*, 440 F.3d 1259 (11th Cir. 2006) A majority of states impose a shorter period for filing with their agencies, though, so the filing deadline is not always extended when a state has its own agency The "single filing rule" - under which a party who has not filed an EEOC charge or received a right-to-sue notice may "piggyback" his or her judicial action on the claim of a party who has satisfied those prerequisites - has been described as a "carefully limited exception" to Title VII's procedural requirements. *Price v. Choctaw Glove and Safety Co.*, 459 F.3d 595 (5th Cir. 2006) Provided that an act contributing to the claim occurs within the filing period, the court may consider the entire period of the hostile environment for purposes of determining liability. *Jordan v. City of Cleveland*, 464 F.3d 584 (6th Cir. 2006) The Supreme Court has held that a plaintiff's timely filing of an EEOC intake questionnaire, which was followed by an affidavit stating "Please force Federal Express to end their age discrimination . . ." constituted a charge, cautioning, however, that its permissiveness

groger employment procedures: Assessing the Challenges Facing Multiemployer Pension Plans United States. Congress. House. Committee on Education and the Workforce. Subcommittee on Health, Employment, Labor, and Pensions, 2012

groger employment procedures: EU Socio-Economic Governance in Central and Eastern Europe Mario Munta, 2021-04-20 This book investigates to what extent and how the European Semester impacts on national employment policy in four EU member states of the Central and Eastern European (CEE) region. Using an original theoretical and methodological framework, and based on empirical evidence from extensive interviews with experts in the field, this book examines the relation between EU preferences, exemplified by the yearly list of country-specific recommendations, and national policy responses to EU suggestions, tracing the extent to which policy change can be attributed to the influence of the European Semester. It extracts three potential mechanisms of European Semester influence on policy change: External pressure, mutual learning and creative appropriation and identifies key contributing and inhibiting factors. The book provides several policy recommendations regarding the organisation and workings of the European Semester process. This text will be of key interest to students, academics and practitioners in European and EU politics, EU socio-economic governance, EU social policy, European integration, soft Europeanization and the Europeanization of Central and Eastern Europe.

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Edition Conte, 2019-11-13 Sexual Harassment in the Workplace: Law and Practice

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kroger employment procedures: The Short Guide to Social Policy John Hudson, Stefan Kuhner, Stuart Lowe, 2015-09-18 Drawing on examples from around the globe, this book provides a broad overview of the variety of policy frameworks that different countries have developed in the fields of health, housing, education, employment and social security.

kroger employment procedures: Litigation Handbook on West Virginia Rules of Civil Procedure - Fourth Edition Franklin D. Cleckley, Robin Jean Davis, Louis J. Palmer, Jr, 2015-01-01 January 2015 Cumulative Pocket Part The Litigation Handbook On West Virginia Rules of Civil Procedure - Fourth Edition provides a meaningful and thorough starting point for any practitioner seeking a fundamental understanding of the application of the West Virginia rules of civil procedure. For ease and convenience, the material in this new Handbook has been organized to correspond with actual rule citations. For example, § 12(b)(6) of the Handbook corresponds with Rule 12(b)(6) of the rules of civil procedure. Therefore, if a practitioner knows the particular rule citation under consideration, he or she need only find the corresponding section citation in this Handbook for a discussion of the particular rule. The Fourth Edition cites per curiam opinions issued by the state Supreme Court and also provides federal case law construing the federal rules of civil procedure. As the practitioner knows, West Virginia's rules of civil procedure are patterned after the federal rules. With this knowledge in mind, the Handbook offers as persuasive authority federal decisions construing the federal rules. As a practical matter, the Handbook limits its use of federal case law to areas that the state Supreme Court has not issued controlling opinions upon. This Handbook is an invaluable tool for both the bench and bar. Order Litigation Handbook on West Virginia Rules of Civil Procedure Fourth Edition for your office today!

kroger employment procedures: Surviving Globalization? Stefan Beck, Frank Klobes, Christoph Scherrer, 2005-04-04 society, and state (Streeck, 1999; Simonis, 1998). Interspersed between these most commonly named elements are the following: First, the high political integrating force of the German Model after WWII was based on the adoption and transformation of corporatist political structures from National Socialist Germany. Liberal capitalism was (re)introduced under political competition between Christian Democrats and Social Democrats, who eventually found common ground in the politically mediated compromise between capital and labor: "This compromise was negotiated and institutionalized at a time when the communist wing of the workers movement and the authoritarian voices of German capital - for various reasons - were excluded from political participation" (Streeck, 1999, p. 15; translation: SB). The partnership between firms and unions manifested itself in manifold institutional structures. Apart from the social partners' autonomy in matters of wage policy, worker codetermination at plant level and in operations is regarded as one of the special achievements of the German Model and has contributed substantially to social peace. The political coordination forms of concerted action, round tables, as well as modernization and crisis cartels gave birth to a highly complex political decision-making structure which, based on a federalist setup, has rightly been called "negotiation state" (Esser, 1998, p. 123). Second, the material foundation of this "Social Democratic class compromise" (Buci-Glucksmann & Therborn, 1981) consisted in the Federal Republic's - in the words of Göste Esping-Andersen - "conservative-liberal" form of welfare state.

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This book explores how these new forms of interactive governance are working in practice and analyses their role and impact on public policy making in different policy areas and in different countries. The need for facilitating, managing and giving direction to interactive policy arenas is also addressed through empirical analyses of different forms of metagovernance that aim to govern interactive forms of governance without reverting to traditional forms of hierarchical command and control. Finally, the normative implications of interactive policy making are assessed through studies of the democratic problems and merits associated with interactive policy making.

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kroger employment procedures: Treaty on the Functioning of the European Union - A Commentary Robert Böttner, Hermann-Josef Blanke, 2024-06-07 The Commentary on the Treaty on the Functioning of the European Union (four volumes) is a major European project that aims to contribute to the development of ever closer conceptual and dogmatic standpoints with regard to the creation of "Europeanised research on Union law". Following on from the Commentary on the Treaty on European Union, this book presents detailed explanations, article by article, of all the provisions of the TFEU, discussing the application of Union law in the national legal orders and its interpretation by the Court of Justice of the EU. The authors are academics and practitioners from all across Europe and different legal traditions, some from a constitutional law background, others experts in the field of international law and EU law. Reflecting the various approaches to European legal culture, this book promotes a system concept of European Union law toward more unity notwithstanding its rich diversity grounded in national traditions.

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Dennis Patterson, Anna Södersten, 2016-03-15 Featuring contributions from renowned scholars, *A Companion to European Union Law and International Law* presents a comprehensive and authoritative collection of essays that addresses all of the most important topics on European Union and international law. Integrates the fields of European Union law and international law, revealing both the similarities and differences Features contributions from renowned scholars in the fields of EU law and international law Covers a broad range of topical issues, including trade, institutional decision-making, the European Court of Justice, democracy, human rights, criminal law, the EMU, and many others

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