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THE ESSENCE OF TRAINING PERSONNEL FOR SPECIAL PURPOSE STATE BODIES AND MILITARY UNITS WITH LAW ENFORCEMENT FUNCTIONS IN THE FIELD OF STATE SECURITY

The practical component of training personnel for special purpose state bodies and military units with law enforcement functions in the field of state security is considered. Practical training focuses on conducting simulations, training exercises, as well as participating in real combat operations that provide the necessary knowledge and skills for the effective performance of service-combat tasks. The interdependence between training effectiveness and personnel's ability to respond to contemporary challenges in the field of state security is revealed. Special attention is paid to the development of conspiracy skill, camouflage, as well as specialized application of technical means.

The impact of modern technology on personnel training is analyzed. It is determined that the active use of surveillance systems, unmanned aerial vehicles, electronic warfare tools and cryptographic devices significantly increases training effectiveness and personnel readiness for handling complex tasks in the field of state security.

The necessity of comprehensive personnel training, which includes both theoretical and practical components, is substantiated, with a special focus on developing moral and ethical qualities, psychological resilience, analytical thinking, and the ability to make informed decisions under stress. Ultimately, this enables specialists to effectively perform their duties and respond to the constantly growing threats to state security.

Keywords: state security, personnel training, practical training, technical means, secrecy, camouflage, surveillance systems, cryptography.

Statement of the problem. The article focuses on the need to train personnel for special purpose state bodies and military units with law enforcement functions engaged in ensuring state security. It is emphasized that this process is a strategic factor of Ukraine's national security, especially in view of the russian-ukrainian war.

In this regard, there is a need to adapt the personnel training system to new realities, taking into account geopolitical, technological, and strategic changes. The content of personnel training in the specified field consists in the formation of professional competences, moral and ethical principles, as well as the psychological readiness of specialists with mandatory consideration of threats to state security.

Therefore, the important question of an integrated approach to personnel training is raised, which should include both traditional knowledge and the latest methods and technologies to ensure their effectiveness in the face of constantly evolving and increasing challenges.

Training personnel for special purpose state bodies in the Field of state security as a strategic factor of national security of Ukraine serves as the foundation for any field of activity, particularly within special purpose state bodies and military units with law enforcement functions that are directly responsible for ensuring state security. The very essence of training lies in the systematic and comprehensive coverage of processes aimed at developing and enhancing professional competencies required for the effective performance of official duties within relevant bodies.

Analysis of recent research and publications.

This issue has been explored by scholars such as A. M. Syrotenko, V. S. Artamoshchenko [1], who examined the compatibility of military education and personnel training for defense forces based on quality principles; O. Didenko [2] highlighted the features of the content and development of professional competencies of officers in the State Border Guard Service of Ukraine at the operational level of military education; Yu. O. Zagumenna [3]

substantiated the training of security and defense sector personnel as the basis for ensuring the state security of Ukraine; V. Anishchenko, N. Razumeiko [4] carried out a comprehensive analysis of the main directions of reforming the system of higher military education, the key requirements for the professional qualities of officers in Ukraine's security and defense sector, and the use of interactive teaching methods to develop professional competence in line with modern demands; V. Klachko, S. Biliavets, O. Didenko, Yu. Demianiuk [5] extensively studied the state, challenges, and prospects of military training and education for military personnel in the context of NATO standards implementation; S. V. Bielai, A. F. Holovnia [6] studied the theoretical foundations for improving the officer corps professional development.

As stated in works of V. I. Bunechko [7], A. Kurbatov [8], V. O. Anishchenko, N. S. Razumeiko, A. V. Kuzhelnyi [9], M. Havryshchuk [10], personnel training involves not only the acquisition of specific knowledge and skills but also the instilling the values orientations, loyalty, discipline, and responsibility.

In modern conditions, personnel training takes on a new dimension and requires responding to current challenges. The war accelerates rapid technological changes, geopolitical transformations, and other factors, demanding traditional knowledge, skills, and abilities, as well as flexibility, creativity, and swift adaptation to new challenges, as reflected in the work of V. V. Slipeniuk and A. S. Klymenko [11].

The purpose of the article is to explore and analyze effective approaches to training personnel for special purpose state bodies and military units with law enforcement functions, identifying the key elements of practical training and the use of modern technologies within a comprehensive training paradigm. This approach fosters the development of professional competencies, moral and ethical qualities, and psychological resilience of specialists.

Summary of the main material. Training of qualified personnel for special purpose state bodies and military units with law enforcement functions in the field of national state security is a complex and multifaceted process aimed at developing highly competent specialists capable of effectively performing their duties in the face of constantly increasing threats to state security.

Based on this information and the research of leading scholars, the main components of personnel training can be structured and conditionally classified into professional competence,

psychological readiness, physical training, and moral and ethical foundations. Highlighting these components is essential for a comprehensive understanding of the essence of personnel training.

1. Professional competence. This is one of the fundamental characteristics of training personnel for special purpose state bodies and military units with law enforcement functions in the field of state security. It involves the formation of in-depth theoretical knowledge, skills and practical abilities necessary for the effective performance of special tasks in this area [12].

First and foremost, personnel training should ensure mastery of modern methods of analysis, forecasting, and decision-making. This will enable specialists to deeply understand the complex processes occurring in the field of state security, to timely identify and assess potential threats, and to make well-founded and effective managerial decisions [13].

Personnel training should include the mastery of the latest technologies and equipment used in professional activities. This encompasses knowledge and skills in working with modern informational analytical systems, communication tools, specialized equipment, and weaponry. Acquiring such competencies will enable specialists to effectively utilize advanced technologies in their work, thereby increasing their efficiency [14]. Additionally, it is crucial for personnel training to provide deep theoretical knowledge in the areas of legal regulation, as well as organizational and managerial mechanisms relevant to the activities of special purpose state bodies and military units with law enforcement functions. This will allow specialists to operate strictly in accordance with the law, and effectively coordinate their actions with other entities responsible for ensuring state security [15].

Thus, professional competence, which involves mastering modern methods of analysis, forecasting and decision-making, as well as the acquisition of advanced technologies and equipment, serves as the fundamental basis for training personnel for special purpose state bodies and military units with law enforcement functions in the field of state security. Only comprehensively trained specialists are able to effectively perform their duties in the face of ever-growing threats to state security.

2. Psychological Readiness is one of the most critical components of training personnel for special purpose state bodies and military units with law enforcement functions in the state security sector. Developing psychological resilience, the ability to operate in extreme conditions, make well-

considered decisions under pressure, and fostering leadership qualities, communication skills, and teamwork effectiveness are its fundamental elements [16].

Psychological resilience contributes to the effective functioning of state security by equipping specialists who can operate under extreme conditions, make well-considered decisions under pressure, and remain calm in crisis situations, ultimately becoming more efficient and productive in their roles. Personnel training should foster the development of such skills, enabling effective responses to changing circumstances and supporting the ability to make timely and optimal decisions [17, 18]. Training promotes the development of leadership skills, communication skills, and the ability to interact effectively in a team. This encourages specialists to effectively coordinate their actions with other team members, make the necessary decisions and perform their duties in the face of ever-growing threats to state security [19].

It is also important for personnel training to build psychological readiness for working within special units that may be involved in complex and high-risk operations. This includes developing skills for rapid response to changing situations, making unconventional decisions, and, of course, operating in high-risk conditions [20, 21].

Therefore, psychological readiness, which includes the development of psychological resilience, the ability to act in extreme conditions, make informed decisions under pressure, as well as the development of leadership skills, communication skills and the ability to effectively interact in a team, is an essential component of training personnel for special purpose state bodies and military units with law enforcement functions in the field of state security. Only a comprehensively trained individual can effectively perform duties in the face of ever-growing threats to state security.

3. Physical training. Taking into account the specifics of the activity of the special purpose state bodies and military units with law enforcement functions in the field of ensuring state security, physical training should be considered as one of the determining factors in the relevant personnel training.

A high level of physical training ensures the development of endurance, strength, agility and other physical qualities necessary for the performance of complex operational-service tasks (OST) and service-combat tasks (SCT) [22]. Physical training often functions as a critical factor for effective work in the field of state security. Employees who have a high level of physical fitness

perform their duties effectively even in difficult, risky situations. Training should ensure the development of such physical qualities as endurance, strength, agility, and others that are necessary to perform complex OST and SCT.

Physical training should be integrated into other components of personnel training, such as professional competence and psychological readiness. This will allow them to respond effectively to changing conditions and perform their duties in the face of ever-increasing threats [23]. It is also essential for physical training to be individualized and tailored to the specific needs and demands of the field. This approach allows specialists to develop the physical qualities most crucial for their work and ensures physical readiness for performing complex OST and SCT.

Thus, physical training aimed at developing endurance, strength, agility, etc. is a component of training personnel for special purpose state bodies and military units with law enforcement functions in the field of state security. Only comprehensively trained personnel can effectively perform their duties.

4. Moral and ethical principles. Personnel training should be based on the formation of strong moral and ethical convictions, commitment to the principles of legality, respect for human rights and freedoms, readiness to act in accordance with high standards of professional ethics.

Moral and ethical principles are a human component of effective work in the field of state security. An individual with strong moral and ethical convictions performs duties effectively in challenging situations and has a positive influence on those around them, ultimately benefiting the entire team. It is essential for officers to act with respect for human dignity and show compassion in their activities, which is particularly important when interacting with civilians and performing tasks in crisis situations [24].

Moral and ethical principles cover a set of norms and values that regulate the behavior of personnel and are formed on the basis of the Constitution of Ukraine, legislation, international norms and principles, and human rights. The main moral and ethical principles are honesty, objectivity, justice, respect for human rights and freedoms, patriotism and professionalism. Personnel of state bodies and military units should act honestly and objectively, avoiding any manifestations of corruption, abuse of power and personal interests. This ensures public trust in the relevant bodies and increases the efficiency of their tasks. All actions of employees must be fair and aimed at protecting human rights

and freedoms. That is tantamount to observing the rule of law, preventing discrimination, and ensuring equal treatment of all citizens [25].

Patriotism is also a key moral and ethical value that motivates selfless work for the benefit of the Motherland. Devotion to national interests and readiness to protect the sovereignty and territorial integrity of Ukraine are important components of patriotic education.

A high level of professionalism implies, along with knowledge, skills and abilities, ethical responsibility for one's actions, because professionalism is the ability to make informed decisions, act in the interests of the state and citizens, maintain confidentiality and avoid conflicts of interest [26, 27].

The training personnel for special purpose state bodies, such as special units, intelligence and counter-intelligence services, has its own peculiarities due to the specifics of activities, in particular: in-depth study of the methods of operational and investigative activities (OIA), tactics of special operations and skills in working with confidential sources of information.

OIA methods make it possible to work effectively in the field of state security, as professionals who study them in depth can proficiently detect and investigate crimes. This knowledge, in turn, influences the tactics of conducting special operations, with the outcome – positive or negative–depending on the personal characteristics of the specialists involved.

The forming the ability to quickly navigate in an operational environment, to make non-standard decisions and actions in high-risk conditions is an integral part of training personnel for special purpose state bodies and military units with law enforcement functions in the field of ensuring state security. This is because specialists are encouraged to develop the ability to respond effectively to dynamic changes in the operational situation, make informed decisions, and act decisively and professionally in any circumstances.

Creative thinking, going beyond standard algorithms of actions, contributes to the adoption of non-standard, effective and reasonable decisions. Such an ability to respond to complex and unpredictable situations is certainly a positive aspect of personnel training. Actions in high-risk conditions are an integral part of the professional activity of specialists in the field of state security. Personnel training should ensure that they develop psychological resilience and the ability to act

decisively and professionally even when their own lives are threatened.

The development of skills in secrecy, camouflage, and the specialized application of technical means in personnel training is of great importance, as it is an essential component of effective work in the field of state security.

Secrecy, or the ability to operate covertly, is one of the most important skills required of employees of state special services. It includes various methods and techniques that allow them to act unnoticed, avoid detection and ensure the protection of personal data and locations.

An important part of this process is to create conditions as close to real life as possible. During the training, personnel receive knowledge about methods of detecting and avoiding observation, ways to disguise their actions, and techniques for creating false identities or cover stories used to mislead the enemy. It is also important to teach the methods of automated control systems operation, cryptography and communication security that helps to ensure the security of information transmission.

Camouflage, in turn, activates a variety of ways to avoid detection during missions. These include, for example, physical disguise, changes in appearance, the use of camouflage, and the creation of false tracks to mislead the enemy. Changes in appearance and behavior are achieved by studying the psychological aspects of disguise, such as manners, accents, and habits, which help to create a convincing image. Special application of technical means involves the use of various devices and technologies that help ensure the effective performance of tasks in the field of state security.

Surveillance systems, such as video surveillance cameras, thermal imagers, radars, and other devices for monitoring the situation and collecting information, are actively used. Skills are required to set up these systems, analyze them, obtain data, and use them to plan and conduct operations.

Electronic warfare (EW) encompasses technologies for suppressing or intercepting enemy communications signals, protecting one's own communications, and jamming enemy electronic systems. The training in this area provides for the study of radio-electronic protection methods, management of EW devices and working out the tactics of using the specified technologies.

Cryptographic devices protect information during its transmission, storage, and processing. Personnel are trained to use different types of encryption, develop and implement cryptographic

protocols, and analyze the security of cryptographic systems.

Unmanned aerial vehicles (UAVs) are now widely used for reconnaissance operations, surveillance, and delivery of goods to hard-to-reach areas. Studying the principles of aerodynamics, controlling unmanned vehicles, analyzing collected information and conducting operations using unmanned technologies is the foundation of the ability to use UAVs.

Effective personnel training involves not only theoretical education but also practical training in real-world conditions. This is achieved through simulations, training exercises, participation in actual operations under the supervision of experienced instructors, and regular training sessions.

During simulations, employees practice their skills of secrecy, camouflage, and the use of technical means in controlled conditions that are as close to real life as possible. These activities allow personnel to acquire the necessary knowledge and feel confident in their actions, but this practice has a number of drawbacks, so it is more appropriate to use combined training methods.

Training exercises usually include mock combat operations, certain elements of combat, and other activities that help to practice teamwork, coordination, and decision-making under stressful conditions.

Participation in real operations under the supervision of experienced instructors is also quite effective; it allows gaining practical experience and applying acquired knowledge in real situations, which enhance the level of preparedness and readiness to perform special security tasks.

The training of personnel for state special purpose bodies is distinguished by its complexity due to the special requirements for their activities: in-depth study of methods of operational and investigative work, tactics for conducting special operations, and working with confidential sources of information. Effective mastering of these methods promotes the development of analytical thinking, quick response, and the ability to make well-founded decisions in dynamic operational environments. Skills of secrecy, camouflage and special use of technical means ensure successful covert activities, avoidance of detection and protection of information, which is the key to fulfilling tasks in the field of state security. The integration of theoretical knowledge with practical training enhances the professional preparation and readiness of personnel to respond effectively to modern challenges and threats.

The training of personnel for military units with law enforcement functions is a complex and multifaceted process that combines elements of military training and law enforcement activities. These units occupy a special place in the state security system, as their functions cover both traditional military tasks and law enforcement duties, including maintaining public order, counterterrorism, protection of strategic facilities and carrying out special operations. In this regard, personnel training must meet the requirements for professional competence in both areas.

The basis, of course, is military training, which combines physical preparation, instruction in military disciplines, and the use of weapons and equipment. Physical training is aimed at developing endurance, strength, agility and general physical fitness through regular training, participation in competitions, firearms practice and other physical activities [28]. Training in military disciplines involves studying the principles of warfare, tactics, operational art and strategy, as well as the study of military doctrines and standards.

The development of action plans in various combat situations, a thorough study of the methods of offensive and defense organization, and mastering the basics of unit management in combat are important. This is based on learning the procedures for coordination with other units and headquarters to achieve the overarching goals of senior command.

Mastery of modern weapons and equipment, as the war shows, is crucial; it is characterized by training in the use of small arms, grenade launchers, artillery systems, armored vehicles and other means of warfare [29]. Particular attention is paid to the rules and safety precautions when using weapons, as well as to the skills of their maintenance.

The specificity of law enforcement functions requires military units to acquire an expanded range of knowledge, skills and abilities in the field of law, maintaining public order and crime prevention. This includes studying the legal framework regulating law enforcement activities, methods for investigating and preventing crimes, as well as techniques for neutralizing criminal groups.

Studying law involves acquiring knowledge of legislative acts, international treaties, and agreements that regulate law enforcement activities, including constitutional law, criminal law, administrative law, as well as special laws governing the activities of military units with law enforcement functions.

Methods for maintaining public order are implemented through strategies for managing mass events, tactics for responding to emergencies, conducting evacuations, and ensuring the safety of citizens during civil unrest. Training in this area includes simulations of riot scenarios, training in cooperation with law enforcement agencies, and the use of special means (such as crowd control tools, protective equipment, and de-escalation devices).

The symbiosis of military and law enforcement training plays a significant role in preparing personnel of military units to perform law enforcement functions. It enables the combination of military skills and knowledge with law enforcement duties, thereby increasing the effectiveness of performing SCT.

One of the important components of integration is training in the tactics of warfare in urban environments, where civilians and infrastructure must be taken into account. For this purpose, specific methods of clearing buildings, ensuring the safety of civilians, and minimizing damage to civilian infrastructure are studied. In this context, military skills must undoubtedly be combined with law enforcement methods, such as negotiations with suspects, risk assessment for civilians, and cooperation with local law enforcement agencies.

Integration also involves developing operational planning skills that take into account both military and law enforcement aspects simultaneously. For example, when planning an operation to maintain public order, units may employ tactical skills for rapid response to threats, while using law enforcement methods to manage mass events and prevent crime.

The use of modern technologies, such as surveillance, communications, intelligence, and high-tech equipment in the performance of special tasks plays an important role in the training of personnel for military units with law enforcement functions. Surveillance is achieved by video surveillance systems, thermal imagers, and drones used to monitor situations and collect information.

Communication technologies ensure effective communication between units and other law enforcement agencies. This includes the use of secure communication channels, cryptographic methods to protect information as well as training in real-time coordination and management of units, which is effective when using UAVs, as demonstrated by wartime practices. Intelligence technologies include tools for collecting and analyzing information, such as data processing software, electronic warfare systems, and other means to identify and neutralize threats.

Psychological training is an integral part of the training personnel for military units with law enforcement functions. It contributes significantly to the development of stress resistance, the ability to operate in difficult and dangerous conditions, as well as emotional management skills and interaction with other people.

Psychological training is aimed at developing the ability of personnel to make decisions in stressful situations, adapt to rapidly changing conditions as well as to maintain morale and team cohesion. This is achieved through psychological training, participation in crisis simulations and work with psychologists. Emotion management skills combine the development of ability to control fear, aggression and other emotions that can influence the effectiveness of task performance. An effective bonus is learning how to provide psychological support to colleagues, identify and respond to signs of psychological exhaustion or stress in a team.

The peculiarities of personnel training for military formations with law enforcement functions involve the combination of military and law enforcement training, the integration of modern technologies, and the development of psychological resilience. This complex and multifaceted process ensures a high level of personnel readiness for effectively carrying out their duties in both military and law enforcement contexts, which is critical for ensuring state security and public order.

Combining the characteristics of military training (physical endurance, military discipline and weaponry) with law enforcement training (knowledge of law, crime investigation methods and public order maintenance) allows for the training personnel capable of operating effectively in both combat and law enforcement environments. All of these knowledge, skills and abilities provide the execution of complex operational tasks, particularly in urban environments and in counter-terrorism operations.

The integration of modern technologies, such as surveillance systems, electronic warfare (EW) systems, radio-electronic intelligence, cryptographic devices and unmanned aerial vehicles (UAVs), significantly enhances the operational capabilities of military units. The use of these technologies facilitates the effective collection and analysis of information, real-time coordination of actions, as well as securing communications and managing units. For example, UAVs provide reconnaissance and surveillance in hard-to-reach areas, while EW systems allow for neutralizing enemy electronic threats.

The development of psychological resilience is also an important element of training. The ability to

manage emotions, act under stress and danger, maintain morale and team cohesion will significantly increase the likelihood of effective performance of tasks in difficult modern conditions. Psychological training should specifically include conducting workshops, participating in crisis situation simulations, and working with psychologists. This approach enables personnel to adapt to rapidly changing conditions and maintain effectiveness even during the execution of the most complex SCT.

In general, the effectiveness of training personnel for military formations with law enforcement functions depends on a multifaceted approach that combines the integration of military and law enforcement components, the use of modern technologies and the development of psychological readiness. This approach ensures a high level of personnel readiness to perform official tasks, contributes to national security and allows for an effective response to modern challenges and threats.

High-quality training should be implemented in a training system that meets modern requirements and achieves its goals. This encourages the use of modern methods and technologies, the disclosure of which requires more detailed consideration. The coverage of these positions confirms the need for such a training system that will ensure the formation and development of not only professional but also personal qualities for the effective performance of tasks in the field of state security.

Conclusions

The study analyzed the main components of training personnel for special purpose state bodies and military formations. The main attention was paid to the integration of modern technologies, development of professional competencies, as well as psychological resilience and moral qualities of specialists. Based on the analysis, five main conclusions were formulated, outlining the directions for further improvement of personnel training in the field of state security.

1. Training personnel for special purpose state bodies and military formations should be comprehensive, encompassing not only theoretical education but also intensive practical training that incorporates modern technologies. Special attention should be given to developing professional skills that enable effective action in the face of contemporary challenges.

2. The use of technical means, such as surveillance systems, unmanned aerial vehicles, electronic warfare and cryptography, is the basis of training processes that ensures their readiness to

perform tasks in difficult situations and allows them to respond quickly to threats.

3. In addition to professional skills, significant emphasis is placed on developing personnel's psychological readiness for working under stress and in extreme situations. Fostering moral and ethical qualities, dedication and responsibility contributes to the efficiency of combat missions.

4. Changes in the geopolitical environment and technological progress require the staff to be flexible, creative and able to quickly adapt to new conditions. This is achieved by updating approaches to training and ensuring continuous improvement of professional competencies.

5. Personnel training should be a continuous process that involves learning new methodologies, refining skills, and implementing modern technologies in practical activities. This approach supports the sustained development of professionals capable of effectively responding to ever-growing threats to state security.

Further research should focus on developing the latest training methodologies for personnel in special purpose state bodies, taking into account modern technological advancements. Special attention should be given to integrating unmanned aerial vehicles and electronic warfare systems into training programs. It is also important to study the psychological preparation of personnel to work in high stress and extreme situations.

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СУТНІСТЬ ПІДГОТОВКИ КАДРІВ ДЛЯ ДЕРЖАВНИХ ОРГАНІВ СПЕЦІАЛЬНОГО ПРИЗНАЧЕННЯ І ВІЙСЬКОВИХ ФОРМУВАНЬ З ПРАВООХОРОННИМИ ФУНКЦІЯМИ У СФЕРІ ЗАБЕЗПЕЧЕННЯ ДЕРЖАВНОЇ БЕЗПЕКИ

Розглянуто практичний складник підготовки кадрів для державних органів спеціального призначення і військових формувань з правоохоронними функціями у сфері забезпечення державної безпеки. Практичне навчання акцентується на проведенні симуляцій, навчальних вправ, а також участі в реальних бойових діях, що дає змогу набутти необхідні знання і навички для ефективного виконання службово-бойових завдань. Розкрито взаємозалежність між ефективністю підготовки кадрів та їхньою здатністю реагувати на сучасні виклики у сфері державної безпеки, особливу увагу приділено розвитку навичок конспірації, маскування, а також спеціальному застосуванню технічних засобів. Установлено характерні особливості конспірації, що містить різні методи прихованої діяльності, уникнення виявлення та захисту інформації, тоді як маскування передбачає фізичне приховування, зміну зовнішності та створення фальшивих слідів.

Проаналізовано вплив використання сучасних технологій на процес підготовки кадрів. Зазначено, що активне застосування систем спостереження, безпілотних літальних апаратів, засобів радіоелектронної боротьби та криптографічних пристроїв суттєво підвищує ефективність підготовки та готовність кадрів до виконання складних завдань у сфері державної безпеки.

Обґрунтовано необхідність усебічної підготовки кадрів, що містить теоретичний і практичний складники, з акцентуванням особливої уваги на розвиткові морально-етичних якостей, психологічної стійкості, аналітичного мислення та здатності приймати обґрунтовані рішення в умовах стресу, що в підсумку дає змогу фахівцям ефективно виконувати свої обов'язки і реагувати на постійно зростаючі загрози національній безпеці.

Ключові слова: державна безпека, підготовка кадрів, практичне навчання, технічні засоби, конспірація, маскування, системи спостереження, криптографія.

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