

ACA Victoria

Annual Report 2025–26

Acknowledgement of Country

The Australian Childcare Alliance Victoria would like to acknowledge the Traditional Custodians of the Wurundjeri Woi Wurrung and Bunurong Peoples land of the Kulin nation. For thousands of years the Kulin nation has worked synergistically with the land we now all call home. We pay our greatest respects and gratitude to the Elders both past and present who continue to protect, nurture, and support the spirit of the land, sea, and waterways. ACAV is committed to honouring this beautiful culture and extends our respect and compassion to all Aboriginal and Torres Strait Islander peoples.



This commissioned artwork was created during the development of the ACA Victoria Reconciliation Action Plan

Bunurong Goyeep (Bunurong Feathers)

The unique Kaptify Art style is based on Cultural Ecology which is an integration of the Natural and Cultural Values of Bunurong Country. For this art piece we have considered our Bird Ecology. Bunurong Feathers - the art piece supplied is a repurposed frame with Bunurong Feathers being the prominent theme. The colour palette represents the colours of Bunurong Country and the colours of our Bird Ecology. We have applied patterns in colour combinations and contrasts that are derived from Bunurong Country. The Bird Feathers are symbolic and spiritually connected to Bunurong Cultural Practice. The Bird Feathers have been collected from places across the Bunurong Cultural Landscape.

Adam Magennis

Bunurong Artist

President's Report

This past year has placed child safety at the very centre of our work, and I want to begin by acknowledging the extraordinary commitment our members have shown as the sector navigated significant reform in this space.

As new child safety reforms came into effect, ACA Victoria worked to ensure our members were never left to navigate them alone. We liaised directly with government on matters critical to services, including the use of digital devices in early learning settings and advocated strongly for the introduction of a national register. We continue to advocate on our members' behalf with government, the Department of Education and the regulator, so that the realities of running a service are understood wherever decisions are being made. To support members further, we delivered free child safety webinars throughout the year, alongside regular opportunities to discuss these reforms in depth through our monthly online forums and member meetings.

We were also proud to participate in the Child Safety Inquiry, conducting focus groups to gather data directly from our members and helping ensure your voices were represented at the tables where it mattered most. Thank you to every member who took part in our focus groups and surveys this year, this input is invaluable in shaping the evidence base we use to advocate on behalf of the ECEC sector.

Our events calendar was as full as ever. We held our two-day Conference in August 2025, followed by our first-ever one-day Educators Only Conference in March, and a one-day Summit for ECEC sector leaders in May. Each brought its own energy and focus, and together they reflected the breadth of our membership. We also ran a strong slate of supplier-based webinars throughout the year, giving members access to fresh, relevant information from across the sector.

This was also a big year for member resources. We launched our full suite of eLearn modules, delivered free Kinder Funding webinars open to members and non-members alike, and continued to provide free ISS support for services.

In November 2025, we came together to vote on a new constitution for ACA Victoria. Thank you to everyone who contributed their voice and opinion through this process, your input directly helped shape the constitution we adopted.

On the Board, we were pleased to welcome Robyn Khoury as a new member this year, bringing fresh perspective to our team.

As the ACA Victoria Executive Board, we have also continued to represent Victoria's unique perspectives and priorities at the national level. Through active engagement, we have ensured that the voices, challenges, and innovative ideas of Victorian members are heard and reflected in national advocacy. This collaboration is vital to ensuring policy discussions and sector-wide initiatives remain grounded in the real experiences of services across our state.

A heartfelt thank you to our ACA Victoria team, whose passion and dedication to their roles, our members, and the sector never waver. The care they bring to every task, big or small, is what allows us to deliver the support, advocacy, and events that members rely on. Our Board and team remain strong, united, and deeply committed to ACA Victoria's mission.

To our members: thank you for your trust, your participation, and your continued commitment to the children and families we serve. Together, we are ensuring early childhood education in Victoria continues to thrive.



Best Regards,

Tonii Tran

President ACA VIC

General Manager's Report

This year has been another significant one for ACA Victoria, as our team worked to turn a period of major reform into practical, on-the-ground support for members.

Our events calendar was the busiest it has been. We delivered our two-day Conference in August 2025 and our annual Summit for sector leaders in May, and added a new format to the mix: our first-ever one-day Educators Only Conference in March. Running a brand-new event alongside two established ones meant our team was juggling venue logistics, speaker coordination, and program design simultaneously for months on end, and I couldn't be prouder of how smoothly each one came together.

Beyond the formal calendar, we kept finding ways to bring members together in person and online. Our Open Door events continued to give members the chance to visit other services and see good ideas in action, something that consistently gets more engagement than any webinar ever could. We also took one of our member meetings on the road this year, hosting it at a new venue in Deer Park so more services can connect with us closer to home. For ECE Day 2025, we visited Clever Little Monkeys in Mornington, a great reminder of why we do this work.

On the resources side, this was a big year of firsts. We finished launching all our eLearn modules, offering members professional learning flexibly. We also delivered free Kinder Funding webinars open to non-members as well as members, and kept our ISS support program running, giving services direct, practical assistance at no cost throughout the year. We rounded this out with a strong slate of supplier-based webinars, keeping members plugged into practical, sector-relevant information between the big events.

Supporting members through child safety reform sat underneath a lot of this work. Rather than leaving members to interpret new requirements on their own, our team built out direct lines of support, fielding questions as they came in and curating a standalone webpage dedicated to housing all relevant information related to Child Safety. We also hosted over five free webinars, coordinating speakers, content, and follow-up resources so members walked away with something they could actually use, and we made sure the topic stayed live in our regular monthly online What's on Your Mind Forum and member meetings rather than fading after each session. We also ran the focus groups that fed into the Child Safety Inquiry, which meant coordinating recruitment, facilitation, and analysis to turn raw member input into something genuinely usable for advocacy.

None of this happens without the right people around me. To our members, thank you for your trust, your feedback, and your willingness to show up for us this year, it makes the job easier and better. To Tonii Tran our President, thank you for your steady leadership and for backing our team through a lot of change. To our Board, thank you for staying engaged with our events and initiatives all year round. And to the ACA Victoria team, every webinar run, every event delivered, every member question answered came down to your work. I'm grateful for it, and proud of what we built together this year.

Best Regards,

Sarah Matheson

General Manager, ACA VIC

National President's Report

The 2025/26 financial year commenced amid significant reflection and change for the early childhood education and care sector.

The early childhood policy landscape has cumulatively escalated over the past three years, heightened in July 2025, when the sector was deeply impacted by the devastating news of alleged sexual abuse offences. This prompted governments, regulators, sector organisations and providers to examine how systems operate and strengthen protections for children.

With child safety as the sector's highest priority, the Australian Childcare Alliance (ACA) remained committed to ensuring members had a strong voice in safeguarding reforms. We advocated for evidence-based, nationally consistent approaches that position providers as partners in protecting children and creating safe, high-quality learning environments.

The Federal Government commenced work on child safety reforms, including proposals to strengthen regulatory oversight, supervision practices, transparency requirements, workforce integrity and information sharing. The ACA engaged extensively with members and the government to ensure the reforms were practical, effective, and implementable across Australia's diverse early learning sector.

Throughout the year, ACA maintained a strategic focus on ensuring reforms delivered sustainable improvements for children, families, educators and providers, while continuing strong engagement with political and sector stakeholders.

Our key advocacy priorities included:

• Child Safety Regulations: Strengthening systems while supporting providers

ACA advocated for a nationally consistent child safety framework that prioritises prevention, transparency and accountability, recognising providers as partners in safeguarding children. We led the design of the National Early Childhood Worker Register and continue to advocate for a comprehensive workforce integrity system. We will also work on how best the Early Education and Care Commission can support the sector.

• Workforce: Ensuring wages are adequately funded

We advocated for sustainable workforce funding arrangements, including the extension of the Worker Retention Payment beyond November 2026 and appropriate funding of the gender-based undervaluation decision while maintaining affordability for families.

• Supply Side Funding Model: Ensuring a considered approach to reform

ACA continues to highlight the importance of carefully considering any move towards a "one-size-fits-all" supply-side Universal Early Learning funding model. We advocate for an approach that recognises diverse operating environments, cost structures and community needs. While the government explores this policy setting, ACA will support members in participating in the program to ensure it reflects the unique and vastly different operating environments across the country.

• Inclusion Support Program: Supporting children with additional needs

We continue calling for the Inclusion Support Program to reflect the needs of children and families; this includes increased funding and practical systems to enable genuinely inclusive, high-quality care.

We also continue to engage in considered public communications, issuing media releases, generating coverage across radio, television and print media. We have extended our partnerships to support workforce supply, with key announcements and launch of the national jobs and skills platform in partnership with Workinitiatives.

Alongside our advocacy, during this financial year, ACA continues to provide practical support to members navigating workforce challenges. Our Worker Retention Payment Support Service assisted providers in establishing workplace instruments and applying for grant funding, responding to 2,354 incoming phone calls. We also continued to offer the ACA/TELUS Health Employee Assistance Program (EAP), with more than 7,000 employees accessing confidential wellbeing support.

This financial year has demonstrated the importance of strong sector representation during a period of significant scrutiny, reform and change. ACA's continued engagement has ensured provider perspectives remain central to policy discussions.

We thank our members and stakeholders for their ongoing support. Together, we will continue working to build a safe, sustainable and high-quality early childhood education and care sector.



Best Regards,

Paul Mondo

President ACA National

Our Mission, Vision, Values

OUR MISSION

A voice and support for our members; driving success for the early learning community.





OUR VISION

Championing excellence in outcomes for the early learning community, leading to children's success in life.



Strategic Pillars

- Deliver high value services and support to members
- Build and maintain a strong association
- Advocacy with impact

Professional Growth and Connection

This year, ACA Victoria took a different approach to professional development. Rather than our usual program, we moved to a series of online webinars designed for leaders and educators alike, giving members the flexibility to join from their own service without needing to travel. Most sessions were offered free of charge, and the response from members made clear how valuable this format has been.

6 **webinars delivered across the year**

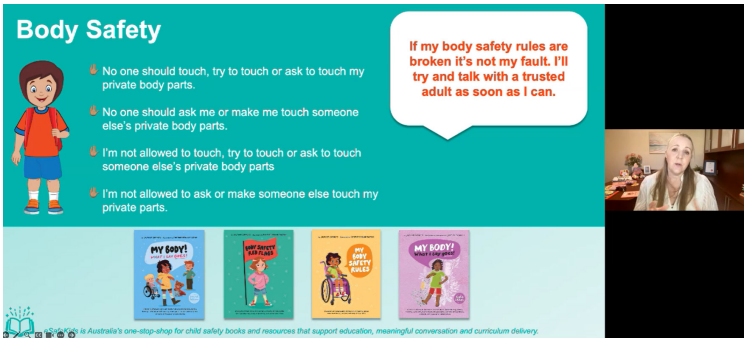
417 **total attendees across all sessions combined**

We heard from Neil Milton, General Manager of ChildSafe Australia and Founder of The Table Talk Project, on supporting families to have meaningful conversations at home, and from Carmelle Hedges of Resolve HR on giving and receiving effective feedback. Nicole Talarico gave a detailed webinar on child safety response as child safety concerns grew in July 2025. As child safety reform continued to shape the sector, Darlene Wadham presented on navigating the upcoming reforms, while Kayelene Kerr led two sessions covering child safety and safeguarding awareness, prevention and protection, and embedding protective behaviours and body safety in everyday practice.

These sessions were not only about building professional skills, but also about strengthening our community, offering members the flexibility to connect and learn from wherever they were based. The strong attendance across each webinar, particularly those addressing child safety reform, reflects how highly our members value these opportunities and reinforces ACA Victoria's ongoing commitment to delivering timely, relevant, high-quality professional learning.

118 **Highest attendance: Child Safety & Safeguarding: Awareness, Prevention & Protection by Kayelene Kerr**

83 **Average attendance per session**



Major Events



2025 2 Day Conference Unlocking Potential, Inspiring Growth

22nd-23rd August 2025
Pullman Melbourne on the Park

243 attendees 24 exhibitors

Sponsors: Childcare Super, Modern Teaching Aids, Genesis Safety, Mana, Xap and Guild Insurance

Our two-day Conference in August 2025 gathered 243 early childhood professionals and 24 exhibitors at Pullman Melbourne on the Park. With inspiring keynotes, a leadership panel, and practical sessions, participants explored new ways to lead, connect, and create meaningful change in early childhood education. Renowned speakers including Kemi Nekvapil, Megumi Miki, Catherine Hydon, Kerrie O'Neill, Katie De Gioia, Rachel Pollitt, Liz Ong, Sam Crawford, Uncle Shane Charles, Christie Boucher, Adrian Patrra, Dr Esme Bamblett, Paul Mondo, and the Department of Education inspired and challenged attendees to lead with confidence. The Gala Dinner added a memorable close to the two days, offering networking, celebration, and sector-wide collaboration.

> *"Loved the networking, inspiring speakers, conference dinner, and the fantastic opportunities for professional development."*
> **Conference attendees, August 2025**



2026 1 Day Conference Educator's Blueprint

26th March 2026
Mulgrave Country Club

63 attendees

Sponsor: Childcare Super

Our first-ever Educator's Blueprint Conference brought together 63 educators at Mulgrave Country Club on 26 March 2026. Presented by Catharine Hydon and Kerrie O'Neill, and proudly sponsored by Childcare Super, the engaging sessions introduced educators to the Educator's Blueprint and its key features, covering their role under the NQS, daily routines, supervision and practice, and planning, documentation and expectations.

> *"My biggest takeaway was the importance of reflecting more deeply on the "why" behind what we do and how it shapes our practice."*
> **Conference attendees, March 2026**

Major Events



2026 Leadership Summit
Resillence for Tomorrow

22nd May 2026
Westpac on Collins

72 attendees

Sponsors: Childcare Super and Guild Insurance

The ACA Victoria 2026 Summit: Resilience for Tomorrow brought together 72 members and their staff at Westpac on Collins on 22 May 2026. Seven incredible speakers — Sue Ellson, Rebecca Spiliopoulos, Phoebe Netto, Andrew Appleton, Paul Mondo, Nigel Ward and Tahnee McWhirter — led a day focused on strengthening leadership and building practical tools for resilience, covering clear approaches to managing IR and employment matters, strategies for supporting staff through performance conversations, and communication techniques for staying calm and connected under pressure. The day also included guidance on insurance and workplace protections, and a powerful real-life interview with an ECEC leader who used preparation and strong leadership to guide their service through a difficult moment and come out stronger.

> *"Fantastic speakers and content, with informative insights, practical advice and great examples that can be applied in practice."*
> **Summit attendees, May 2026**

Member Meetings

Our Member Meetings remained a key avenue of support this year, offering members timely updates and space to engage with the pressing issues facing the sector. As part of our commitment to connecting with members across Victoria, we hosted one of our meetings at a new venue in Deer Park. Throughout the year, sessions covered critical topics including the Worker Retention Payment, Gender-Based Undervaluation, the Annual Wage Review, and upcoming sector changes, giving members practical insight into the reforms and workforce pressures shaping their services.

On 26 February 2026, we welcomed Helen Quiney, Chief Executive Officer of VECRA, who presented on new Child Safety Training, Child Protection Training, and the National Early Childhood Worker Register. Networking over lunch added further value, fostering stronger connections and peer support across our community.



What's On Your Mind



Held monthly online and chaired by rotating Board members, our What's On Your Mind sessions remained a valued members-only space this year for connecting, sharing ideas, and working through sector challenges together. The format strikes a balance between structure and informality, giving members room for real, in-the-moment discussion on whatever's front of mind, from emerging issues to practical fixes and shared experiences. Across the year, these sessions have continued to be a reliable touchpoint where members feel connected, informed, and heard.

Open Door Networking Series

Our Open Door events remain a standout in the calendar, giving members a rare chance to step inside and see high-quality practice up close. Hosted by 'Exceeding' rated services, each gathering offers an intimate setting to swap ideas, pick up new approaches, and celebrate the excellence already happening across our sector.



Open door hosts

- Kids on Meridian
- Kids by the Bay
- Child's Play ELC Tarneit West

> *"These networking sessions gave us a real, hands-on experience and the chance to learn directly from peer services, genuinely informative and well worth attending."*

Our Members

Our members are at the centre of ACA Victoria. Their involvement, experience and commitment give us the strength to represent the sector, advocate for positive change and continue building a stronger early childhood education and care community.

Advocacy: The experiences and perspectives of our members are central to effective advocacy. By sharing their challenges, priorities and successes, members help strengthen our collective voice and ensure the realities of the sector are reflected in conversations with government and key stakeholders.

Engagement: Members contribute in many ways, from completing surveys and consultations to attending events and taking part in projects. Their participation helps shape the programs, resources and support ACA Victoria provides, ensuring our work remains relevant to the changing needs of the sector.

Community: ACA Victoria's network is strengthened when members connect, share ideas and learn from one another.

227 **Approved Providers**

695 **Approved Services**

The willingness to exchange knowledge, experiences and practical insights helps build meaningful relationships and a connected, supportive sector community.

Growth: Ongoing member participation, from attending events to accessing our services and resources, helps create a strong foundation for ACA Victoria's continued growth. This engagement allows us to adapt, innovate and deliver lasting value to our members and the wider sector.

We have connected with members through:

- Social media engagement and polls
- Direct phone and email support
- Professional development events, workshops and networking opportunities
- Centre visits and regional catch-ups
- Interactive online forums and peer discussions
- Timely sector updates, alerts and practical resources
- Participated in Department-led Early Learning Leadership Forums, strengthening connections with providers, services, peak bodies and Department representatives.

> *"These networking sessions gave us a real, hands-on experience and the chance to learn directly from peer services, genuinely informative and well worth attending."*

Key Member Benefits

One of the valuable benefits available to ACA Victoria members is access to a dedicated phone advice line through Australian Business Lawyers & Advisors (ABLA). Members can access specialist workplace and industrial relations advice, providing practical and timely support to help navigate employment matters and make informed decisions with confidence.

Annual Member Survey

Each year, ACA Victoria gives members the opportunity to share their feedback through our annual survey, helping us better understand their experiences, priorities and needs. Their insights show us what matters most, which services and initiatives are making a difference, and where there is room to improve. By listening to our members, we can shape relevant events, programs and resources, strengthen our support, and ensure ACA Victoria continues to deliver meaningful value across the sector.

abla Australian Business Lawyers & Advisors

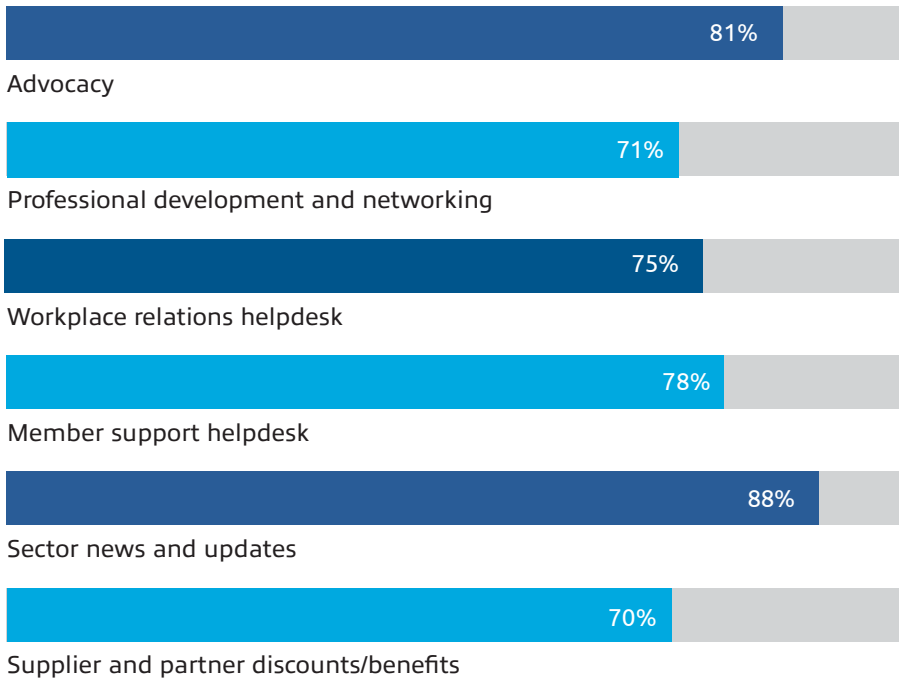
419 calls to ABLA industrial relations support line

Most common support matters

- Performance management
- Leave & Flexible Work
- Wage rates
- Workplace Compliance
- Workforce Management
- Workers Compensation

*More than **81%** of members who completed the survey expressed satisfaction with our advocacy initiatives, while **88%** were pleased with the quality and relevance of our sector news and updates. These results reflect ACA Victoria's dedication to representing the sector strongly and keeping members informed with timely, meaningful information.*

Member satisfaction with ACA Victoria benefits



> *"Whenever we reach out to the team, they are consistently amazing, supportive and incredibly helpful. They are always responsive to our questions and make sure to get back to us in a timely manner, which gives us great confidence that we are well supported."*

2025 Member Feedback Survey comment.

> *"It's reassuring to know there is always someone available to contact for advice and guidance."*

Projects

ACA Victoria's participation in state and Australian Government grant initiatives remains an important resource for our members and the broader early childhood sector. These initiatives not only provide practical support to educators and services, but also generate valuable insights into the issues, trends and emerging needs affecting the sector.

Best Start, Best Life

ACAV continued to support the implementation of the Best Start, Best Life (BSBL) reforms through ongoing engagement with the Department of Education and the other early childhood peak-bodies. By working in close partnership with Long Day Care services and ACAV members, we were able to capture practical insights into how reforms are being implemented, identify emerging opportunities and challenges, and contribute evidence-informed feedback that supports continuous improvement across the sector.



Cyber Safety

ACA Victoria continued to promote cyber safety across the early childhood sector through its support of the Australian Government's Act Now, Stay Secure campaign. Members were encouraged to strengthen everyday online security through practical guidance shared via a dedicated webpage, newsletters, eDMs and social media, including resources in multiple regional languages. The initiative focused on simple measures such as multi-factor authentication, software updates and strong, unique passphrases to help services protect their information, staff and the children in their care.

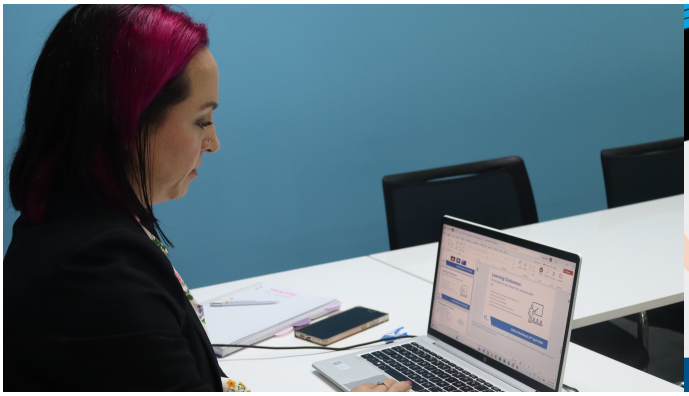


Kinder Funding

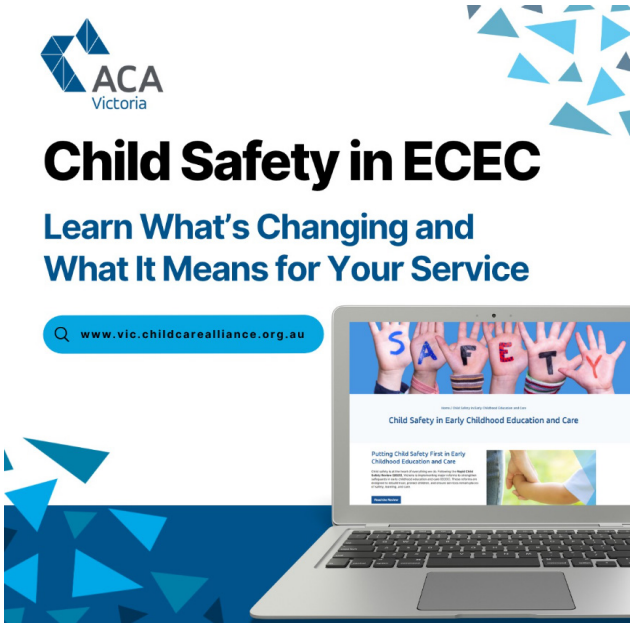
ACAV continued to strengthen support for Victorian Long Day Care services through practical funding workshops, tailored Individual Service Support (ISS) and accessible professional learning. Two Kindergarten Funding Workshops were delivered, covering funding calculations, eligibility, governance, compliance and financial oversight. Strong participation and positive feedback informed the planning of Workshop 3.

Through ISS, ACAV provided tailored guidance on kindergarten funding, ESK, SRF, ARRIVAL, governance and compliance, working with services, Approved Providers and the Department of Education to build service capability.

ACAV also expanded its free eLearning program with two new modules, Inclusive Practices for Kindergarten and What's Next?, complementing existing modules on funding, program delivery and workforce requirements.







Child Safety

In partnership with the Department Child Safety, ACAV delivered child safety professional learning on legislative responsibilities, safeguarding, governance, mandatory reporting and child-safe practices. The webinar series attracted more than 760 registrations, demonstrating strong demand for practical guidance on evolving child safety requirements.

ACAV also updated its online resources, including child safety FAQs, member resources and webpage content, ensuring information remained accurate, accessible and aligned with current Victorian and national requirements.

Executive Board

The ACA Victoria Board remains central to our organisation's strength, bringing together diverse expertise, leadership and a shared commitment to advancing early childhood education and care.

This year, following the successful annual Board election, we were pleased to welcome Robyn Khoury to the Board. Robyn brings valuable experience and a fresh perspective, further strengthening the Board's collective expertise and leadership.

We are grateful to all Board members for their continued guidance, contribution and commitment. Their collective leadership plays an important role in supporting ACA Victoria's work and strengthening our ongoing representation of the sector.



Tonii Tran
President



Brooke Eerden
Vice President



Max Bergh



Jennifer Kearney



Robyn Khoury



Paul Mondo



Nick Moutzouris



Sally Orr



Sam Rosenberg

Valued Partners and Suppliers

OUR PARTNERS

Strong partnerships are an important part of ACA Victoria's work, helping us create greater value for our members and the broader early learning sector. Through their expertise, resources and industry knowledge, our partners support us to expand member benefits, deliver valuable events and strengthen our advocacy efforts. These relationships provide members with access to practical resources, trusted advice and new solutions, supporting services to navigate an evolving sector. Together with our partners, ACA Victoria continues to build a connected, informed and well-supported early childhood community.

ChildCareSuper

Guild INSURANCE

abla Australian Business Lawyers & Advisors

officeworks make bigger things happen

OUR SUPPLIERS

Sector suppliers play an important role in strengthening the value ACA Victoria provides to members. Through trusted partnerships, we connect services with quality products, practical resources and exclusive offers that support their day-to-day operations. These partnerships give members access to valuable tools and solutions while growing a supplier network that understands and supports the needs of the early learning sector.

1Place Childcare COMPLIANCE & BEST PRACTICE MADE EASY

Academe time where confidence grows

ChildAware

DAYCARE DIRECT

Farran Street Education

Kids Gourmet Food YOUR PARTNER IN NUTRITION

Kidsoft

HUGGIES

OSCAR Care Group

D SQUARED ELECTRICAL

resolve HR

INTEGRITY fm FACILITIES MANAGEMENT

KindyClean

LIGO FINANCE

RawTalent

RESOLUTE PAINTING & PROJECTS

RVX GROUP.

smeg

superstar kids PLAY & LEARNING RESOURCES

Musical Minds

TurfGlo

GENESIS SAFETY

Your Staff Hub

mta modern teaching aids

Financial Report

The operating surplus for the year increased from $148424 in 2025 to $306350 in the current year.

The major activity for the year was the ACA VIC conference in August 2025 which resulted in a profit of $110279.

Our strong partnerships with sector stakeholders resulted in increased commission income from $305652 in 2025 to $309629 in the current year.

Government Grant Income increased from $274810 in 2025 to $385967 in 2026, this source of revenue continues to support our overall operating expense budget, and we will continue to pursue both state and federal government grants into the future.

Membership income remains solid and with selective member events planned for the 2026 financial year, coupled with ongoing sponsorship revenue and grant opportunities we believe ACAVIC can look forward to another strong financial outcome in the 2027 financial year.

Our Balance Sheet health has improved with our net asset position (assets minus liabilities) strengthening from $230169 in 2025 to $536519 at 30th June, 2026

Statement of Profit or Loss

For the Year Ended 30 June 2026

	2026 $	2025 $
INCOME		
Conference Revenue	**313,298**	338,223
Grant Income	**385,967**	274,810
Leadership Summit	**36,957**	58,042
Member Subscriptions	**262,185**	252,083
Other Income	**809**	4,611
Professional Development	**292**	31,296
Rental revenue for office sublet	**10,909**	-
Sector Supplier Program	**32,091**	41,480
Sponsorship Revenue	**308,820**	300,652
Total Revenue	**1,351,328**	1,301,197
EXPENDITURE		
Conference Expenses	**203,019**	181,656
Consultancy Expenses	**227,955**	349,410
Depreciation and amortisation expense	**11,238**	18,540
Employee Benefits expenses	**477,579**	484,156
Equipment Expenses	**13,343**	12,400
IT Expenses	**20,727**	18,556
Meeting Expenses	**17,086**	10,728
Other Expenses	**4,849**	12,668
Repairs and Maintenance Expenses	**49,020**	36,196
Summit Expenses	**10,179**	12,099
Travel Expenses	**6,997**	7,785
Utilities	**2,986**	8,579
Total Expenses	**1,044,978**	1,152,773
Total Surplus for Year	**306,350**	148,424



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