

# 1z0-1046-25證照資訊 & 1z0-1046-25考試指南



Oracle Global Human Resources  
Cloud 2025 Implementation Professional

P.S. KaoGuTi在Google Drive上分享了免費的、最新的1z0-1046-25考試題庫：<https://drive.google.com/open?id=1QV6E1FnWaD7oKqo5dCx4392fz0NXLHvB>

多考一些證照對於年輕人來說不是件壞事，是加薪升遷的法寶。對於參加 1z0-1046-25 考試的年輕人而言，不需要擔心 Oracle 證照沒有辦法過關，只要找到最新的Oracle 1z0-1046-25 考題，就是 1z0-1046-25 考試順利過關的最佳方式。1z0-1046-25題庫涵蓋了考試中心的正式考試的所有的題目。確保了考生能順利通過考試，獲得 Oracle 認證證照。

近來，Oracle的認證考試越來越受大家的歡迎。Oracle的認證資格也變得越來越重要。作為被 IT行業廣泛認可的考試，1z0-1046-25認證考試是Oracle中最重要的考試之一。取得了這個考試的認證資格，你就可以獲得很多的利益。如果你也想參加這個考試的話，KaoGuTi的1z0-1046-25考古題是你準備考試的時候不能缺少的工具。因为这是1z0-1046-25考试的最优秀的参考资料。

>> 1z0-1046-25證照資訊 <<

## 1z0-1046-25考試指南 & 免費下載1z0-1046-25考題

這幾年IT行業發展非常之迅速，那麼學IT的人也如洪水猛獸般迅速多了起來，他們為了使自己以後有所作為而不斷的努力，Oracle的1z0-1046-25考試認證是IT行業必不可少的認證，許多人為想通過此認證而感到苦惱。今天我告訴大家一個好辦法，就是選擇KaoGuTi Oracle的1z0-1046-25考試認證培訓資料，它可以幫助你們通過考試獲得認證，而且我們可以保證通過率100%，如果沒有通過，我們將保證退還全部購買費用，不讓你們有任何損失。

## 最新的 Oracle Global Human Resources Cloud 1z0-1046-25 免費考試真題 (Q43-Q48):

### 問題 #43

Challenge 5

Manage Business Unit Set Assignment

Scenario

The new reference set needs to be mapped to the business unit that was created for departments, jobs, locations, and grades.

Task

Map your X Tech Business Unit Business Unit to the XTECH reference set for departments, jobs, locations, and grades.

答案:

解題說明:

See the solution in Explanation below.

Explanation:

To create a legal address for a legal entity in Oracle Global Human Resources Cloud, you need to use the Manage Legal Addresses task within the Setup and Maintenance work area. The task involves entering the provided address details (900 Main St, Dearborn Heights, Wayne, Michigan 48127) and ensuring the address is validated and associated with the legal entity. Below is a step-by-step solution, including detailed explanations and references to Oracle documentation, to accomplish this task.

Step-by-Step Solution

Step 1: Log in to Oracle Fusion Applications

\* Action: Log in to Oracle Fusion Applications with a user account that has the necessary privileges, such as the HCM Application Administrator or Setup User role. These roles typically include permissions to access the Setup and Maintenance work area.

\* Explanation: The Setup and Maintenance work area is where configuration tasks, including managing legal addresses, are performed. Proper access ensures you can navigate to the required tasks without restrictions.

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Security for Setup Tasks.

Step 2: Navigate to Setup and Maintenance

Action: From the Oracle Fusion Applications home page, click the Navigator icon (hamburger menu) and select Setup and Maintenance under the Tools section.

Explanation: The Setup and Maintenance work area provides access to all implementation tasks, organized by functional areas. This is the starting point for configuring legal addresses.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Setup and Maintenance Overview.

Step 3: Select the Functional Area and Task

Action:

In the Setup and Maintenance work area, select the Workforce Structures functional area from the Functional Area dropdown list. Search for the task Manage Legal Addresses by typing "Manage Legal Addresses" in the search bar or navigating to the task list under Workforce Structures.

Click the Go to Task icon next to Manage Legal Addresses to open the task.

Explanation: The Manage Legal Addresses task is used to create, edit, or delete addresses for legal entities.

It is located under the Workforce Structures functional area, which includes tasks related to legal entities, locations, and addresses. Filtering by the functional area and task name ensures you access the correct configuration page.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Manage Legal Addresses.

Step 4: Create a New Legal Address

Action:

On the Manage Legal Addresses page, click the Create icon (usually a plus sign or "Create" button) to start creating a new address. The Create Legal Address page opens, where you will enter the address details.

Explanation: The Manage Legal Addresses page displays a list of existing addresses, and the Create action initiates the process of adding a new address. This page is designed to capture all required address components, including validation for country-specific formats.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Creating Legal Addresses.

Step 5: Enter Address Details

Action: Enter the following details based on the provided scenario (900 Main St, Dearborn Heights, Wayne, Michigan 48127):

Country: Select United States from the dropdown list.

Address Line 1: Enter 900 Main St.

Address Line 2: Leave blank (not provided in the scenario).

Address Line 3: Leave blank (not provided in the scenario).

City: Enter Dearborn Heights.

County: Enter Wayne (select from the dropdown if prompted, as Wayne is a county in Michigan).

State: Select Michigan from the dropdown list.

Postal Code: Enter 48127.

Address Purpose: Select Legal (or ensure the address is marked for use as a legal address, depending on the configuration).

Effective Start Date: Enter the current date or the date the address becomes effective (e.g., 04/15/2025, based on the current date). If the acquisition date is specified, use that date.

Validate Address: Click the Validate button (if available) to ensure the address is recognized by Oracle's address validation service.

Explanation:

The address fields must match the format expected for the United States, including mandatory fields like Address Line 1, City, State, and Postal Code. The County field (Wayne) is optional but should be included for accuracy, as it is part of the provided address. The Address Purpose field determines how the address is used (e.g., legal, mailing). Since the task is to create a legal address, ensure the purpose is set to Legal.

Address validation checks the address against a third-party service (if enabled) to confirm its accuracy. Oracle uses services like Loqate or internal validation rules to verify US addresses.

The Effective Start Date ensures the address is active from the specified date. Historical or future-dated addresses can be created, but for a new acquisition, the current or acquisition date is appropriate.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Address Fields and Validation.

Step 6: Save the Address

Action:

After entering and validating the address, click Save or Save and Close to store the address.

If prompted, confirm the creation of the address.

Explanation: Saving the address creates a record in the system that can be associated with a legal entity. The address is now available for use in other tasks, such as assigning it to a legal entity or location.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Saving Legal Addresses.

Step 7: Associate the Address with a Legal Entity (Optional)

#### Action:

If the scenario requires linking the address to a specific legal entity (not explicitly stated but implied by "legal address for the legal entity"), navigate to the Manage Legal Entity task in the Setup and Maintenance work area.

Search for the legal entity representing the acquired company (or create a new one if it does not exist).

In the legal entity's details, go to the Address section and select the newly created address (900 Main St, Dearborn Heights, Wayne, Michigan 48127).

Save the changes to the legal entity.

Explanation: A legal address must be associated with a legal entity to be used for reporting, compliance, or operational purposes.

The Manage Legal Entity task allows you to link the address to the entity. If the legal entity is not yet created, you may need to create it first using the Manage Legal Entity task, specifying details like the entity name and jurisdiction. Since the scenario does not provide the legal entity's name, this step is noted as optional but recommended to complete the task fully.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Associating Addresses with Legal Entities.

#### Step 8: Verify the Address Creation

##### Action:

Return to the Manage Legal Addresses page.

Search for the address by entering 900 Main St or Dearborn Heights in the search criteria.

Confirm that the address appears in the list with the correct details and effective date.

Explanation: Verifying the address ensures that it was created correctly and is available for use. This step confirms the task's success and checks for any errors in data entry or validation.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Legal Addresses.

##### Detailed Explanation

Context of Legal Addresses: In Oracle HCM Cloud, a legal address is a critical component for a legal entity, used for tax reporting, compliance, and operational purposes. The address must be precise and validated to ensure it meets regulatory requirements, especially for a newly acquired company.

Address Validation: Oracle supports address validation through integration with third-party services or internal rules. For US addresses, fields like City, State, and Postal Code are cross-checked to ensure accuracy.

The provided address (900 Main St, Dearborn Heights, Wayne, Michigan 48127) is a valid US address format, with Wayne being the county, which should be included for completeness.

Effective Dating: Legal addresses are effective-dated, meaning they can have start and end dates to reflect changes over time. For a new acquisition, the effective start date should align with the acquisition date or the current date if not specified.

Association with Legal Entity: While the scenario focuses on creating the address, Oracle's best practice requires linking it to a legal entity. This step ensures the address serves its intended purpose for the acquired company manufacturing spring hinges in Michigan.

##### Potential Challenges:

If address validation is enabled and the address is not recognized, you may need to manually confirm its accuracy or correct minor discrepancies.

If the legal entity does not exist, you must create it first, which requires additional details like the entity's name and jurisdiction (e.g., Michigan, USA).

User access issues could prevent task execution, requiring role adjustments by an administrator.

##### Key Considerations

Accuracy: Ensure all address components are entered exactly as provided to avoid validation errors.

Permissions: Verify that the user has the Manage Legal Address privilege, typically granted through roles like HCM Data Loader or Application Implementation Consultant.

Redwood Experience: If using the Redwood interface (available in 24C and later), the Manage Legal Addresses page may have an enhanced UI with improved search and validation features, but the core steps remain the same.

Audit Trail: Creating a legal address generates an audit trail, which can be reviewed in the Audit Reports section if needed for compliance.

##### References

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.

oracle.com, Published: 2023-12-12

Section: Manage Legal Addresses: "Describes how to create and manage addresses for legal entities, including validation and effective dating." Section: Legal Entity Configuration: "Explains how to associate addresses with legal entities for compliance and reporting." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.

com, Published: 2024-07-02

Section: Creating Legal Addresses: "Steps to create a legal address, including mandatory fields and validation." Section: Address Validation: "Details on how Oracle validates addresses using third-party services or internal rules." Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published:

2024-08-27

Section: Redwood Experience for Workforce Structures: "Enhanced UI for tasks like Manage Legal Addresses, improving usability and validation."

#### 問題 #44

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Global Search, the Directory Search, My Team, or while viewing the Person Employment Information page of the Person Spotlight Page of their direct reports?

- A. Promote, Suspend, Terminate, Location Change, Manager Change, and Add Additional Assignment
- B. Promote, Transfer, Terminate, Location Change, Manager Change, and Add Global Assignment
- C. Promote, Transfer, Terminate, Location Change, Manager Change, and Suspend Assignment
- **D. Promote, Transfer, Terminate, Location Change, Create Work Relationship, and Add Assignment**

答案: D

解題說明:

Line Managers in Oracle Global Human Resources Cloud can perform employment actions on their direct reports via interfaces like Smart Navigation, Directory, My Team, or Person Spotlight, provided they have appropriate security privileges (e.g., via the Line Manager role). The available actions depend on seeded functionality and configuration.

Option A: Correct. Line Managers can:

Promote (change grade/job), Transfer (move between assignments), Terminate (end employment), Location Change (update work location), Create Work Relationship (add new employment), and Add Assignment (add additional assignments). These align with standard manager capabilities.

Option B: "Suspend Assignment" is not a typical action available via these interfaces; it's more a system status than a manager-initiated action. Manager Change is possible but less common in this context.

Option C: "Add Global Assignment" is a specific action for global deployments, not a standard Line Manager action in these interfaces.

Option D: "Suspend" is not a direct action, and "Add Additional Assignment" is valid but less comprehensive than "Add Assignment" in A.

The correct answer is A, reflecting standard Line Manager actions in "Using Global Human Resources." References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 7: Employment Transactions.

#### 問題 #45

Workers can personalize the following items on the News Feeds home page?

- **A. Quick Action display, Springboard display, Things to Finish display, and Infolets display**
- B. Springboard display and Infolets display
- C. Quick Action display, Springboard display, Infolets display
- D. Springboard display, Things to Finish display, and Infolets display

答案: A

解題說明:

In Oracle Global Human Resources Cloud, the News Feed home page serves as a central hub for workers to access key information and tasks. Workers have the ability to personalize this page to suit their preferences and work requirements. According to the official Oracle documentation, specifically the "Using Global Human Resources" guide, workers can customize the following elements on the News Feed home page:

Quick Actions (which provide shortcuts to frequent tasks), Springboard display (the tiled navigation area), Things to Finish display (showing pending tasks or actions), and Infolets display (small informational widgets providing at-a-glance insights). These personalization options allow workers to tailor the layout and content visibility to enhance productivity. Option C is the most comprehensive and accurate, as it includes all four customizable elements explicitly supported by the system. Options A, B, and D are incomplete as they omit one or more of these personalization features.

Reference: Oracle Global Human Resources Cloud - Using Global Human Resources, "Personalizing the Home Page" section.

#### 問題 #46

Your customer wants to know how many employees are leaving the organization on their own. Identify the correct sequence of steps that you need to perform to meet this requirement.

- A. Create a new action > Create a new reason and use it during termination.
- B. Create a new action type > Create a new action > Create a new action reason and use it during termination.

- C. Create a new action reason and associate it with the available action type. Use it during termination.
- D. Create a new action type > Create a new action reason and use it during termination.
- E. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.

答案： C

解題說明：

Full Detailed in Depth Explanation:

To track voluntary terminations in Oracle HCM Cloud, you need to configure Actions and Action Reasons to categorize terminations accurately, then use reporting to analyze the data.

Option C ("Create a new action reason and associate it with the available action type. Use it during termination") is correct. The simplest and most accurate sequence is:

Use an existing Action Type (e.g., Termination).

Create a new Action Reason (e.g., "Voluntary Resignation") in "Manage Action Reasons." Associate it with the Termination Action Type.

Apply this reason during termination processes. This leverages existing setups efficiently, as explained in the "Implementing Global Human Resources" guide.

Option A omits associating the reason with an Action Type.

Option B overcomplicates by creating a new Action Type, which isn't necessary.

Option D skips creating an Action, which is required for proper tracking.

Option E reverses the logical order and assumes an unnecessary new Action.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Actions and Action Reasons setup.

"Oracle Human Resources Cloud: Using Global Human Resources" - Termination process.

#### 問題 #47

You are setting up Core HR for a customer. During the work structure setup, you need to capture information such as work timings, standard working hours, organization manager and cost center.

Which type of organization allows you to maintain all these fields?

- A. Department
- B. Business Unit
- C. Legal Entity

答案： A

解題說明：

In Oracle Global Human Resources Cloud, work structures include organizations like Legal Entities, Business Units, and Departments, each serving distinct purposes. The question asks which organization type allows capturing work timings, standard working hours, organization manager, and cost center during Core HR setup.

\* Option A: Legal Entity This option is incorrect. A Legal Entity represents a legal employer or registered organization for compliance and reporting (e.g., tax, payroll). While it captures attributes like name, address, and jurisdiction, it does not maintain fields for work timings, standard working hours, organization manager, or cost center directly. Legal Entities are higher-level structures focused on regulatory requirements, not operational details like schedules or managers, making this option unsuitable.

\* Option B: Business Unit This option is incorrect. A Business Unit organizes business functions for transaction processing (e.g., payroll, requisition approvals) and defines scope for data access. It captures attributes like default working hours for payroll purposes, but it does not directly maintain work timings, organization manager, or cost center as part of its setup. Business Units are broader constructs and lack the granularity to manage department-specific operational details, ruling out this option.

\* Option C: Department This is the correct answer. A Department in Oracle HCM Cloud is an organization type used to represent operational units (e.g., Sales, IT). During setup via the Manage Organization task, Departments allow capturing:

\* Work timings: Configured via work schedules or shift details associated with the department.

\* Standard working hours: Defined to specify default hours for employees in the department (e.g., 40 hours/week).

\* Organization manager: Assigned to designate the department's manager or supervisor.

\* Cost center: Linked to track financial accountability for department activities. Oracle documentation confirms that Departments support these fields to manage workforce operations, making them the ideal organization type for this requirement.

\* Why this answer? Departments are designed to handle operational and workforce-related details, unlike Legal Entities (compliance-focused) or Business Units (transaction-focused). The ability to configure work timings, standard hours, managers, and cost centers aligns with the Department's role in Core HR setup, making C the correct choice.

References

- \* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12
- \* Section: Manage Organizations: "Departments can include details like work schedules, standard hours, managers, and cost centers."
- \* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02
- \* Section: Department Setup: "Configure operational attributes such as work timings, hours, and cost centers for departments."
- \* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27
- \* Section: Workforce Structures: "Enhanced department configurations for operational management."

## 問題 #48

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