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**From:** jerry at the beach <gringoviejotwo@yahoo.com>  
**ent:** Friday, December 14, 2018 12:36 PM  
**To:** BOEOnly; Crosby, Tonya V; fran bisi  
**Cc:** John Dowling; Allan Stern; Berg, Herbert M; Campbell, Earl; Cathy Robine; Dan Hunt; Dowling, John R; Giles Hall; Gwozdz, Christina S; Jim Bequette; Joan Deery; Maggie Angst; Marilyn Bullard; Mike Gleason; Orischak, Josephine A; Rachel Wisnefski; Richard Bisi; Striebinger, David R; Tony Cambria; Tricia Frydrich; Will Smith; katie k wilts  
**Subject:** Re: Jeff Moss

According to a news release issued by the district, as part of Moss' separation agreement he will receive one year's salary, which is \$220,000, as well as payments for benefits and unused annual and sick leave and \$44,000 in an annual retirement contribution that is typically given to him each fall when the board evaluates his performance from the previous school year.

It would seem to me that when Dr. Moss accepted and signed the separation agreement, all discussion of future claims etc. were negated.

Apparently when Chairman Campbell told Representative Dowling that Moss was gone...once gain Earl was incorrect.

How much more is the incompetent school board leadership going to cost the community?

Jerry

On Friday, December 14, 2018, 11:39:21 AM EST, fran bisi <eyelandart@yahoo.com> wrote:

Why would he be eligible to earn 20 days on July 1, 2018 when his notice to leave that month was in effect? Receiving vacation days for a year in which everyone knew he wouldn't be present is unethical in my opinion.

fran

On Friday, December 14, 2018, 11:27:05 AM EST, Crosby, Tonya V  
<Tonya.Crosby@beaufort.k12.sc.us> wrote:

Regarding Dr. Moss' vacation, his contract required "twenty days of vacation shall be available to the Supt July 1, 2013 and each July 1 thereafter." He earned 20 days of vacation per year totaling 120 days over his employment. 78.5 vacation were taken during that same period, leaving a balance of 41.5 days, paid at his daily rate totaling \$35,817.69. All District employees who earn vacation are eligible for payment of unused vacation days at at their daily rate at the end of employment.

Tonya Crosby

Sent from my iPhone

On Dec 13, 2018, at 9:03 AM, fran bisi <eyelandart@yahoo.com  
<mailto:eyelandart@yahoo.com> > wrote:

but where does it state that he would be paid in cash at the same rate upon departure?

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On Thursday, December 13, 2018, 8:58:04 AM EST, John Dowling  
<dowlingjohn287@gmail.com <mailto:dowlingjohn287@gmail.com> > wrote:

MOss' contract stated that he would have 20 dyas credieted to him on  
July 1 of each year. The 20 days he was credited with on 7/1/18 amounted to  
\$17,420.00 at the daily rate. It is easy to surmize that as a motivation to remain employed  
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On Thu, Dec 13, 2018 at 8:52 AM fran bisi <eyelandart@yahoo.com  
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Where in his contract does it state that upon his departure he will receive payment for unused vacation days at the same rate of pay?

Do teachers have this benefit? As far as I know they receive \$10/day for unused time at the end of each year.

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On Wednesday, December 12, 2018, 12:56:17 PM EST, Dowling, John R  
<John.Dowling@beaufort.k12.sc.us <mailto:John.Dowling@beaufort.k12.sc.us> > wrote:

Fran,

To whatever extent that I can influence the narrative, the conversation about the unused vacation is not over.

JOHN DOWLING  
DISTRICT 6 REPRESENTATIVE  
BEAUFORT COUNTY BOE

Sent from my iPad

On Dec 12, 2018, at 10:15 AM, fran bisi <eyelandart@yahoo.com  
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Jeff Moss was still able to receive \$35,000..just a coincidence?



At the BOE meeting last night the subject of Jeff Moss's vacation days settlement was brought up by John Dowling. When he expressed concern over the pay out of \$35,000 to Moss without board knowledge he was rudely cut off by Chairman Campbell with a remark that said in effect "he's gone now..let's forget it."

The public has a right to know the details of the payout. How was that amount calculated? Here is an excerpt from his contract:

<1544626949448blob.jpg>

The only mention of sick days reads:

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There is no provision for carrying over sick days. You have to wonder how 25 vacation days be carried over into the subsequent year when he was only given a total of 20 per year.

With an annual salary of \$220,000, he was paid \$846 per day. In order for him to have collected \$35,000 he would have had to carry over all of his vacation days from July 1, 2016 through June 30, 2017 and not have used any of his vacation from July 1, 2017 through June 30, 2018. Did this in fact happen? Where is the documentation?

The public will be left to make these assumptions unless the full details of his payout are revealed. Transparency is still a problem.

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On Wednesday, December 12, 2018, 9:41:33 AM EST, Marilyn Bullard <bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

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Interesting to read in today's IP this attorneys opinion of non- pending litigation versus Moss's pressing request for this \$35,000.

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John is right, but usually it's pro ratio money for unused vacation days based on the days worked that employment year is the norm for administration when they leave.

But with these deep pockets Moss got whatever he asked for whether he earned it or not, in my opinion.

The board majority was very beholden to him.

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He was still employed, regardless of having given notice. Greater care needs to be taken on the next Superintendent's Contract. Moss' was written by the same lawyer who negotiated his separation agreement. Contracts when poorly written can come back to haunt you, even if they were written in 2013. As I said, Kinton and Childs made sure that all the ducks were in order and impossible to challenge legally. Then, the Majority took its vote and the rest is History. I'm explaining it, NOT defending it.

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**From:** Sherol Pheiffer <Sherol.Pheiffer@beaufort.k12.sc.us>  
**Sent:** Friday, December 14, 2018 2:20 PM  
**To:** joann.orischak@beaufort.k12.sc.us  
**Subject:** HHIE--Info Regarding Superintendent Search

Spanish is below:

FOR IMMEDIATE RELEASE  
Friday, November 30, 2018

## Forums, online survey offer opportunities for public to guide superintendent search

BEAUFORT – A series of six public forums next month – along with the availability of an online survey – will offer Beaufort County residents the opportunity to help guide the search for the school district's next superintendent.

In late October the Beaufort County Board of Education hired Hazard, Young, Attea & Associates (HYA), an experienced education executive search firm, to coordinate a nationwide search to replace Jeff Moss, who left the school district in July after a five-year tenure as superintendent. One of the search firm's first steps will be collecting broad-based input from parents, students, educators, community and business leaders, and other key stakeholders about the personal and professional characteristics that candidates for the job should possess.

Persons who are unable to attend one of the six community forums can participate in a survey conducted by HYA. The online survey is already active, and responses will be accepted through December 20.

Survey: <https://survey2.ecragroup.com/index.php/478512?lang=en>  
 <

Herb Berg is serving as the district's interim superintendent during the search for an educator to fill the permanent position.

## PARA PUBLICACIÓN INMEDIATA

Viernes 30 de noviembre de 2018

Foros, oportunidades de ofrecer encuestas online

para el público para guiar la búsqueda del superintendente

BEAUFORT: una serie de seis foros públicos el próximo mes, junto con la disponibilidad de una encuesta online, ofrecerá a los residentes del Condado de Beaufort la oportunidad de ayudar a guiar la búsqueda del próximo superintendente del distrito escolar.

A fines de octubre, la Junta de Educación del Condado de Beaufort contrató a Hazard, Young, Attea & Associates (HYA), una experimentada empresa de búsqueda de ejecutivos de educación, para coordinar una búsqueda a nivel nacional para reemplazar a Jeff Moss, quien dejó el distrito escolar en julio después de cinco años de tenencia como superintendente. Uno de los primeros pasos de la empresa de búsqueda será recopilar información general de padres, estudiantes, educadores, líderes comunitarios y empresariales, y otras partes interesadas clave sobre las características personales y profesionales que deben poseer los candidatos para el puesto.

Las personas que no pueden asistir a uno de los seis foros de la comunidad pueden participar en una encuesta online realizada por HYA. La encuesta online ya está activa y las respuestas se aceptarán hasta el 20 de diciembre.

Una encuesta: <https://survey2.ecragroup.com/index.php/478512?lang=en>

<[https://linkprotect.cudasvc.com/url?a=http%3a%2f%2ftrack.spe.schoolmessenger.com%2ff%2fa%2fIEpHUjm3acu5CLUIXWGEog~~%2fAAAAAQA~%2fRgRd9TXdP0Q2aHR0cHM6Ly9zdXJ2ZXkyLmVjcmFncm91cC5jb20vaW5kZXgucGhwLzQ3ODUxMj9sYW5nPWVudWZyY2hvb2xtQgoAAF0CFyLLNvcUiFqb2Fubi5vcmlzY2hha0BiZWZlZm9ydC5rMTIuc2MudXNYBAAAAAE~&c=E,1,0VPbrCD7\\_388RQ0Z9\\_QB8SJDzNc3GoD0RObXWYK3v0HyY9IFy8\\_ICoziGu0arlp0lnDAOFQVh88G7A\\_hqo-mB8mxEF5TCgceXUrFS9ltijNdoK03SYdkZNSMg238&typo=1](https://linkprotect.cudasvc.com/url?a=http%3a%2f%2ftrack.spe.schoolmessenger.com%2ff%2fa%2fIEpHUjm3acu5CLUIXWGEog~~%2fAAAAAQA~%2fRgRd9TXdP0Q2aHR0cHM6Ly9zdXJ2ZXkyLmVjcmFncm91cC5jb20vaW5kZXgucGhwLzQ3ODUxMj9sYW5nPWVudWZyY2hvb2xtQgoAAF0CFyLLNvcUiFqb2Fubi5vcmlzY2hha0BiZWZlZm9ydC5rMTIuc2MudXNYBAAAAAE~&c=E,1,0VPbrCD7_388RQ0Z9_QB8SJDzNc3GoD0RObXWYK3v0HyY9IFy8_ICoziGu0arlp0lnDAOFQVh88G7A_hqo-mB8mxEF5TCgceXUrFS9ltijNdoK03SYdkZNSMg238&typo=1)>

Herb Berg se desempeña como superintendente interino del distrito durante la búsqueda de un educador para ocupar el puesto permanente.



Sarah Owen, Ed.D.

Principal

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Beaufort County School District would like to continue connecting with you via email. If you prefer to be removed from our list, please contact Beaufort County School District directly. To stop receiving all email messages distributed through our SchoolMessenger service, follow this link and confirm: Unsubscribe

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SchoolMessenger is a notification service used by the nation's leading school systems to connect with parents, students and staff through voice, SMS text, email, and social media.

<[https://linkprotect.cudasvc.com/url?a=http%3a%2f%2ftrack.spe.schoolmessenger.com%2fq%2fJUTl4JpE1-PuRZtMWw2wRw~~%2fAAAAAQA~%2fRgRd9TXdPlcHc2Nob29sbUIKAABdAhRciyzb3FIham9hbm4ub3Jpc2NoYWtAYmVhdWZvcnQuazEyLnNjLnVzWAQAAAAB&c=E,1,I5QQVv-Z9nNGaA7aZMQlBsmnwSuS57la8XbuulgeEoFOVE\\_3I9zJcxLV\\_yZhFz-esw\\_xHh4CE5AzWgkGfxaSz3A\\_eJZgmvvkwk83To0MjRa7St3p&typo=1](https://linkprotect.cudasvc.com/url?a=http%3a%2f%2ftrack.spe.schoolmessenger.com%2fq%2fJUTl4JpE1-PuRZtMWw2wRw~~%2fAAAAAQA~%2fRgRd9TXdPlcHc2Nob29sbUIKAABdAhRciyzb3FIham9hbm4ub3Jpc2NoYWtAYmVhdWZvcnQuazEyLnNjLnVzWAQAAAAB&c=E,1,I5QQVv-Z9nNGaA7aZMQlBsmnwSuS57la8XbuulgeEoFOVE_3I9zJcxLV_yZhFz-esw_xHh4CE5AzWgkGfxaSz3A_eJZgmvvkwk83To0MjRa7St3p&typo=1)>



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**Subject:** Re: Jeff Moss

Moss is now free to pursue his consultant expertise on LinkedIn, work full time instead of part time while he was here for ERDI, or vest himself of another career Supt. in another state for an additional retirement plan. The five year contract extension given him here guaranteed a SC pension in addition to his NC pension. Lucky guy!

As he stated in his application for an Alabama State Supt position, he would have no problem leaving this school district before his contract was up.

He was well compensated while he was here and with his buyout resignation.

Lyn

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Give credit, where credit is due;

Four members on the board's minority bloc, who frequently find themselves at odds with Moss and the majority of members, voted against the motion to accept his resignation. Those members were David Striebinger, JoAnn Orischak, John Dowling and Christina Gwozdz. They said they were not against Moss leaving, but because the abrupt news came as a surprise to them Tuesday night they said they needed time to process and absorb the exit package.

Beaufort County superintendent Jeff Moss resigns

<[https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.islandpacket.com%2fnews%2flocal%2feducation%2farticle211217119.html&c=E,1,zui\\_GvkcaiaMCxFKChYrLkRsjqdzznGQDEPV](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.islandpacket.com%2fnews%2flocal%2feducation%2farticle211217119.html&c=E,1,zui_GvkcaiaMCxFKChYrLkRsjqdzznGQDEPV)

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Beaufort County superintendent Jeff Moss resigns

The Beaufort County, South Carolina, Board of Education voted Tuesday, May 15, 2018, to release superintendent J...

In other words;

A large part of the community was disenfranchised by having no representation allowed to process and absorb the exit package. In my opinion, Earl Campbell SHOULD NOT be allowed to remain on the board.

Jerry

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On Thu, Dec 13, 2018 at 8:52 AM fran bisi <eyelandart@yahoo.com  
<mailto:eyelandart@yahoo.com> > wrote:

Where in his contract does it state that upon his departure he  
will receive payment for unused vacation days at the same rate of pay?

Do teachers have this benefit? As far as I know they receive  
\$10/day for unused time at the end of each year.

fran

On Wednesday, December 12, 2018, 12:56:17 PM EST,  
Dowling, John R <John.Dowling@beaufort.k12.sc.us  
<mailto:John.Dowling@beaufort.k12.sc.us> > wrote:

Fran,

To whatever extent that I can influence the narrative, the conversation about the unused vacation is not over.

JOHN DOWLING  
DISTRICT 6 REPRESENTATIVE  
BEAUFORT COUNTY BOE

Sent from my iPad

On Dec 12, 2018, at 10:15 AM, fran bisi  
<eyelandart@yahoo.com <mailto:eyelandart@yahoo.com> > wrote:

Jeff Moss was still able to receive \$35,000..just a coincidence?

At the BOE meeting last night the subject of Jeff Moss's vacation days settlement was brought up by John Dowling. When he expressed concern over the pay out of \$35,000 to Moss without board knowledge he was rudely cut off by Chairman Campbell with a remark that said in effect "he's gone now..let's forget it."

The public has a right to know the details of the payout. How was that amount calculated? Here is an excerpt from his contract:

<1544626949448blob.jpg>

The only mention of sick days reads:

<1544626984875blob.jpg>

There is no provision for carrying over sick days. You have to wonder how 25 vacation days be carried over into the subsequent year when he was only given a total of 20 per year.

With an annual salary of \$220,000, he was paid \$846 per day. In order for him to have collected \$35,000 he would have had to carry over all of his vacation days from July 1, 2016 through June 30, 2017 and not have used any of his vacation from July 1, 2017 through June 30, 2018. Did this in fact happen? Where is the documentation?

The public will be left to make these assumptions unless the full details of his payout are revealed. Transparency is still a problem.

fran

On Wednesday, December 12, 2018, 9:41:33 AM EST, Marilyn Bullard <bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

Jerry: here we go again. More of Jeff Moss. Wants advancement of \$35,000 - money he wants for possible lawyer retainer for charges that are not filed against him.

Interesting to read in today's IP this attorneys opinion of non-pending litigation versus Moss's pressing request for this \$35,000.

Lyn

Sent from my iPhone

<1544626949448blob.jpg>

<1544626984875blob.jpg>

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"Live each day like you think it's your last, 'cause someday you're gonna be right" ....Ray Charles



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"Live each day like you think it's your last, 'cause someday you're gonna be right"....Ray Charles

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**From:** Marilyn Bullard <bullardpiwko@aol.com>  
**ent:** Saturday, December 15, 2018 1:11 PM  
**To:** fran bisi  
**Cc:** jerry at the beach; JoAnn Orischak; john dowing; Christina Gwozdz; Herbert Berg; Giles Hall; Windrunnerstables Info; Maggie Angst; Richard Bisi; katie k wilts; Jim Bequette; Mike Gleason; Earl Campbell; David Striebinger  
**Subject:** Re: In case you missed this Letter to the editor

Yes, I agree. Just more of the same  
Incompetence by the defunct board majority. No common sense or leadership thinking ability whatsoever. Example:  
Moss's Alternative School experiment is deemed to be a massive failure by the state, but still touted by Evve Anderson.  
Foolish Unaware Statement.  
My sympathy for the helpless parents and these students who were put in this isolation program.  
Lyn

Lyn

Sent from my iPhone

On Dec 15, 2018, at 12:22 PM, fran bisi <eyelandart@yahoo.com  
<mailto:eyelandart@yahoo.com> > wrote:

Now that the CFO has generally given out some of the details of the \$35,000.00 vacation payout to Moss:

"Regarding Dr. Moss' vacation, his contract required "twenty days of vacation shall be available to the Supt July 1, 2013 and each July 1 thereafter." He earned 20 days of vacation per year totaling 120 days over his employment. 78.5 vacation were taken during that same period, leaving a balance of 41.5 days, paid at his daily rate totaling \$35,817.69. All District employees who earn vacation are eligible for payment of unused vacation days at at their daily rate at the end of employment."

we now know that half of that amount was unearned vacation days. Moss received 20 days on July 1, 2018, even though he had negotiated a departure date of July 30th.

Student and taxpayers dollars wasted.

fran

On Friday, December 14, 2018, 3:32:01 PM EST, Marilyn Bullard <bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

Those now defunct board members  
are just continuing the Moss operation loophole to divert  
funds for major repairs to  
brick and mortar structures.  
Their last hurrah.

Lyn

Sent from my iPhone

On Dec 14, 2018, at 3:01 PM, jerry at the beach <gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

Old Beaufort County school board majority shows contempt

At the Dec. 11 Beaufort County Board of Education meeting, the board's outgoing majority voted to take \$6 million from the "8 percent fund," bypassing voter approval, to finance construction that failed in April's referendum. Despite urging from a member-elect and from several of the incumbent members, this group showed its disdain and contempt for the will of the county's residents.

The meeting was also presumably the last meeting with Chairman Earl Campbell at the helm. Campbell and his officers denied a request from three board members to discuss the \$35,000 that was paid to former Superintendent Jeff Moss on Aug. 1 for unused vacation.



There are major questions about the validity of that figure, but Campbell saw fit to arbitrarily shut down public discussion of this sum.

The fact that these people, except for Campbell, are now history should be a major relief. The status quo majority did nothing for the taxpayer, and little for the children. They lost the trust of the county, and did nothing to get it back.

I welcome the new members to the board, and ask them to join those of us who have been in the trenches, working for reform. I pray that by the time we bring to the public the next referendum request, we will have shown the courage to act swiftly and restore the organizational infrastructure that was rendered nearly impotent by this former majority.

John Dowling  
District 6 representative  
Bluffton

Mr. Dowling, incumbent representatives and member-elects;

In my opinion;

Earl Campbell's role as chair AND his officers departure can't come soon enough. Campbell and the "Mosskateers" have held the taxpayers, and by extension, our students hostage far too long. As Representative Dowling correctly states; "The status quo majority did nothing for the taxpayer, and little for the children. They lost the trust of the county, and did nothing to get it back."

I am very surprised and disappointed to learn only one members-elect stood with the incumbent's position on the issue of once again bypassing the electorate and calling for additional spending via "8 percent funding."

From my point of view, the next order of business will be swearing in of our members-elect, and selection of new

board leadership. Let us hope they choose their leaders and spokesperson wisely. Before talking about a future referendum; school board organizational infrastructure must be reestablished along with restored confidence in the board itself and office of the superintendent . By demonstrating diligent fiscal oversight and demanding financial

accountability, coupled with complete transparency between themselves and the constituency, our emerging board has the opportunity to rebuild confidence and trust with the community.

Then, and only then, will the electorate be willing to talk about more money.

G.A. Smith

Well represented in Dist. 11.

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**From:** Dowling, John R <John.Dowling@beaufort.k12.sc.us>  
**ent:** Saturday, December 15, 2018 1:22 PM  
**To:** fran bisi  
**Cc:** jerry at the beach; Marilyn Bullard; Orischak, Josephine A; Gwozdz, Christina S; Berg, Herbert M; Giles Hall; Windrunnerstables Info; Maggie Angst; Richard Bisi; katie k wilts; Jim Bequette; Mike Gleason; Campbell, Earl; Striebinger, David R  
**Subject:** Re: In case you missed this Letter to the editor

Regrettably, Moss was not required to “earn”, or accrue, vacation days, his Contract required that he be awarded the 20 days on July 1, without any mention that he had to complete the year. So the first harm was accomplished in 2013. Then what happened is that the negotiating team did not see what a child would have seen through..... that with the demand that he stay until July 31 so that he could be here for the Golf Tournament, he would also cross the date line and be contractually eligible for the new year’s 20 days, worth \$17,420.00. It was at THAT point that the negotiators should have insisted that unused vacation for July not be included in the settlement. However, one simply has to read the Separation agreement that was negotiated in secret, and kept from most Board Members, to understand it was very much a one-sided negotiation.

Two things normally happen in employment. If an employee is allowed to work off his/her Notice period, the employee is still actively employed and therefore entitled to all benefits that he/she would have normally enjoyed. OR, when an employee gives notice the employee is separated on the spot and does not accrue anything.

Moss gave his intent to resign on May 15th. The longest he should have been allowed to give as a Notice was 6 weeks, and his employment should have ended on 30 June, 2018.

I am not defending the agreement, I voted against it. What we are now is, in part, a Cleaning Crew dealing with the mess that was left by a poorly negotiated and poorly executed agreement that did not benefit the District or the County at all.

JOHN DOWLING  
DISTRICT 6 REPRESENTATIVE  
BEAUFORT COUNTY BOE

Sent from my iPad

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