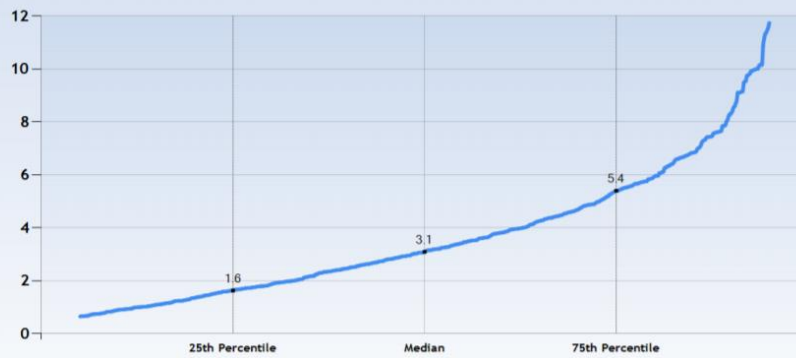


CLUB *thinking partners*



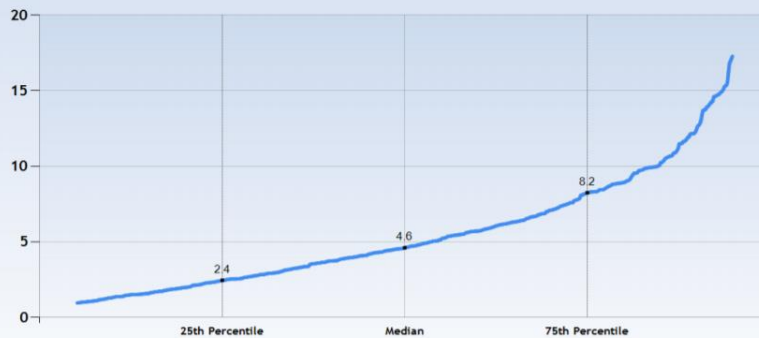
Number of Hibernation Months Available - including Paying Hourly Staff



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