



2023

Air Transportation

INDUSTRY PROFILE

Colorado Urban Front Range

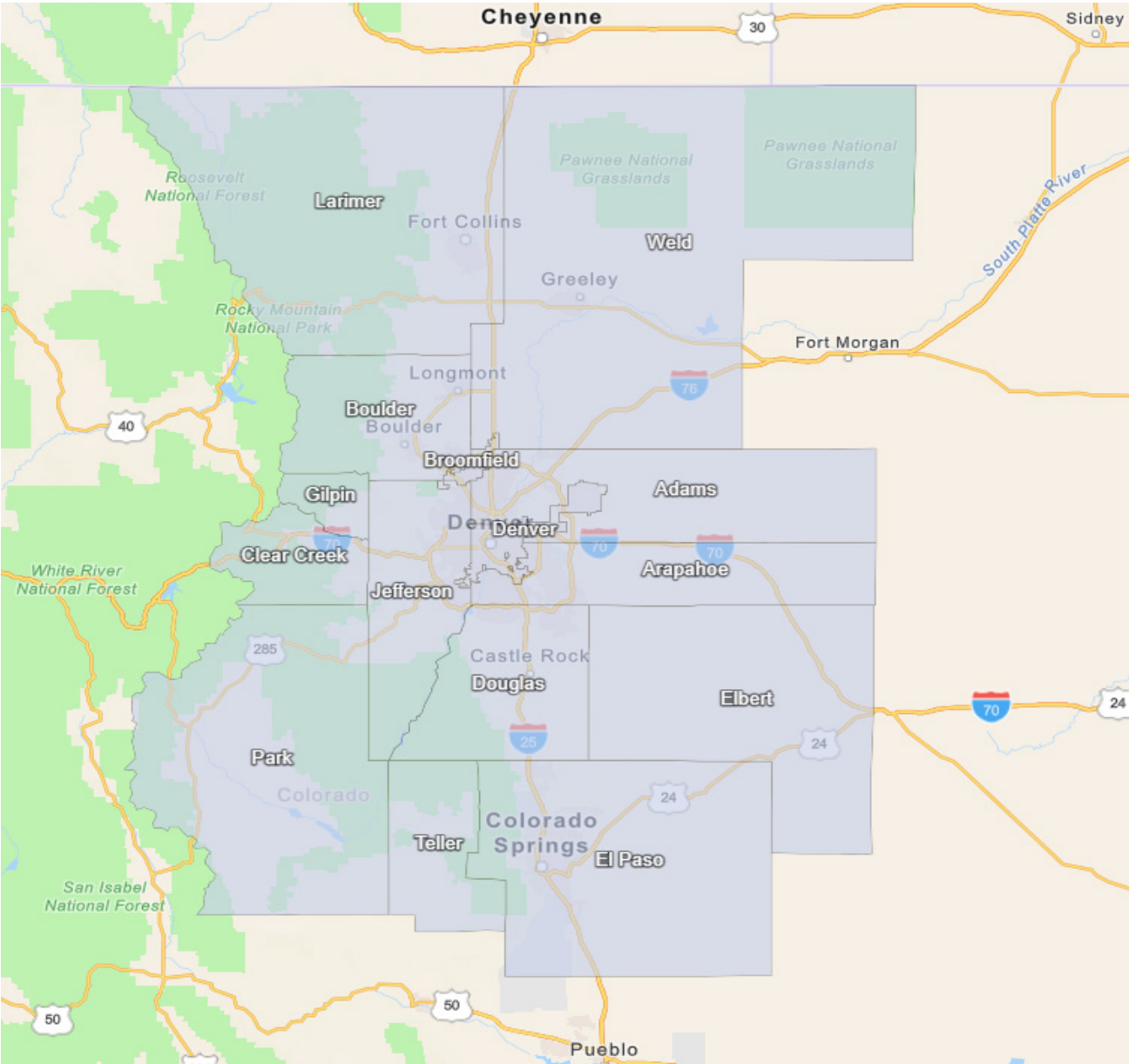


Arapahoe/Douglas
WORKFORCE BOARD
C O L O R A D O



Geographical Area

The geographical area for this industry profile includes the 15 counties that make up Colorado’s Urban Front Range.



The geographic region includes the following metropolitan areas:

- Boulder
- Colorado Springs
- Denver-Aurora-Lakewood
- Fort Collins
- Greeley

In 2022, this 15 county region employed nearly 2.7 million people across all industries, and made up 84% of Colorado’s total employment.

In 2022, the Gross Regional Product (GRP) for the Front Range region was \$416.3 billion, which made up just under 1.7% of the national Gross Domestic Product (GDP). GDP is the total market value of all goods and services in the nation, and GRP is the total market value of all goods and services in the region.

To navigate directly to a specific section, click on the title in the list below. This will link directly to the corresponding page.

To return back to the Table of Contents, click on any section title. This will link back to the Table of Contents to allow easy navigation to other sections.

Table of Contents

03	Geographical Area
04	Industries Making Up The Sector
08	Historical Trends
10	Employment Concentration
14	Where Core Workforce Lives
17	Demographics
20	Telework and Automation Strategies
22	Wages
26	Top Occupations
31	Let’s Talk!

Air Transportation

▲ 5.4% From prior year

0.9%

Total Jobs in CO
Urban Front Range



26,097

Total Jobs



295

Establishments



10 B

Total Sales

Industries
Making up
the Sector

The air transportation sector employs 26,097 people in 295 establishments. An 'establishment' is one facility in which people work. For example, a business in the sector may have several locations, and each one of those locations counts as an 'establishment.'

In 2022, the sector had \$10.4 billion in sales, and contributed \$4.6 billion to the region's GRP. There are eighty airports in Colorado. Of these, ten are situated along Colorado's Front Range. Denver International Airport (DEN), which is ranked as the third busiest in the world, serving 69.3 million passengers in 2022. Currently, Denver provides direct nonstop flights to over 190 destinations. There are 28 international destinations in 14 counties. Centennial Airport, located in Arapahoe County, is one of the 25 busiest airports in the nation, averaging 1,000 takeoffs and landings per day.

Source: Lightcast

Air Transportation Sector

Employment concentration measures the concentration of employment in an industry in the local region against the average employment concentration in that industry nationwide. For example, we would read, “Employment in scheduled passenger air transportation is 2.68 times more concentrated than the national average for this industry.” The North American Industry Classification System (NAICS) is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy.

Scheduled Passenger Air Transportation

NAICS
481111

Numbers to Know

- 19,307 jobs
- 23 establishments
- 2.68 employment concentration
- \$8.8 billion in sales
- 13.2% change to 2027
- \$104,881 average wage
- \$31,899 average employer paid benefits

Scheduled Freight Air Transportation

NAICS
481112

Numbers to Know

- 4 jobs
- 0 establishments
- 0.02 employment concentration
- \$7.6 million in sales
- Insf. Data change to 2027
- Insf. Data average wage
- Insf. Data average employer paid benefits

Nonscheduled Chartered Passenger Air Transportation

NAICS 481211

Numbers to Know

- 946 jobs
- 65 establishments
- 1.44 employment concentration
- \$579.7 million in sales
- 12.9% change to 2027
- \$126,626 average wage
- \$37,447 average employer paid benefits

Nonscheduled Chartered Freight Air Transportation

NAICS 481212

Numbers to Know

- 225 jobs
- 10 establishments
- 1.22 employment concentration
- \$82.9 million in sales
- 24.7% change to 2027
- \$88,979 average wage
- \$27,026 average employer paid benefits

Other Nonscheduled Air Transportation

NAICS 481219

Numbers to Know

- 96 jobs
- 11 establishments
- 0.75 employment concentration
- \$98 million in sales
- 12.5% change to 2027
- \$138,865 average wage
- \$33,848 average employer paid benefits

Air Traffic Control

NAICS 488111

Numbers to Know

- 4 jobs
- 3 establishments
- 0.11 employment concentration
- \$1.7 million in sales
- Insf. Data change to 2027
- Insf. Data average wage
- Insf. Data average employer paid benefits

Other Airport Operations

NAICS 488119

Numbers to Know

- 2,712 jobs
- 35 establishments
- 1.50 employment concentration
- \$388.1 million in sales
- 6.5% change to 2027
- \$47,494 average wage
- \$9,528 average employer paid benefits

Other Support Activities for Air Transportation

NAICS 488190

Numbers to Know

- 2,803 jobs
- 149 establishments
- 1.28 employment concentration
- \$451.2 million in sales
- 14.9% change to 2027
- \$54,496 average wage
- \$10,385 average employer paid benefits

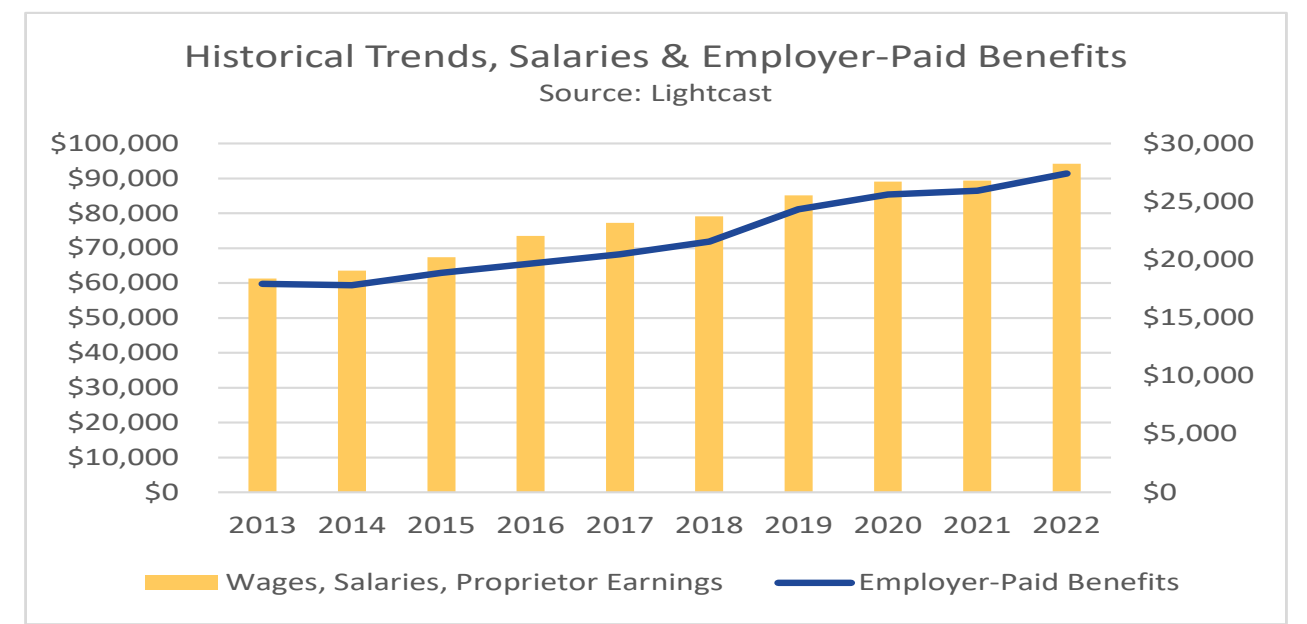
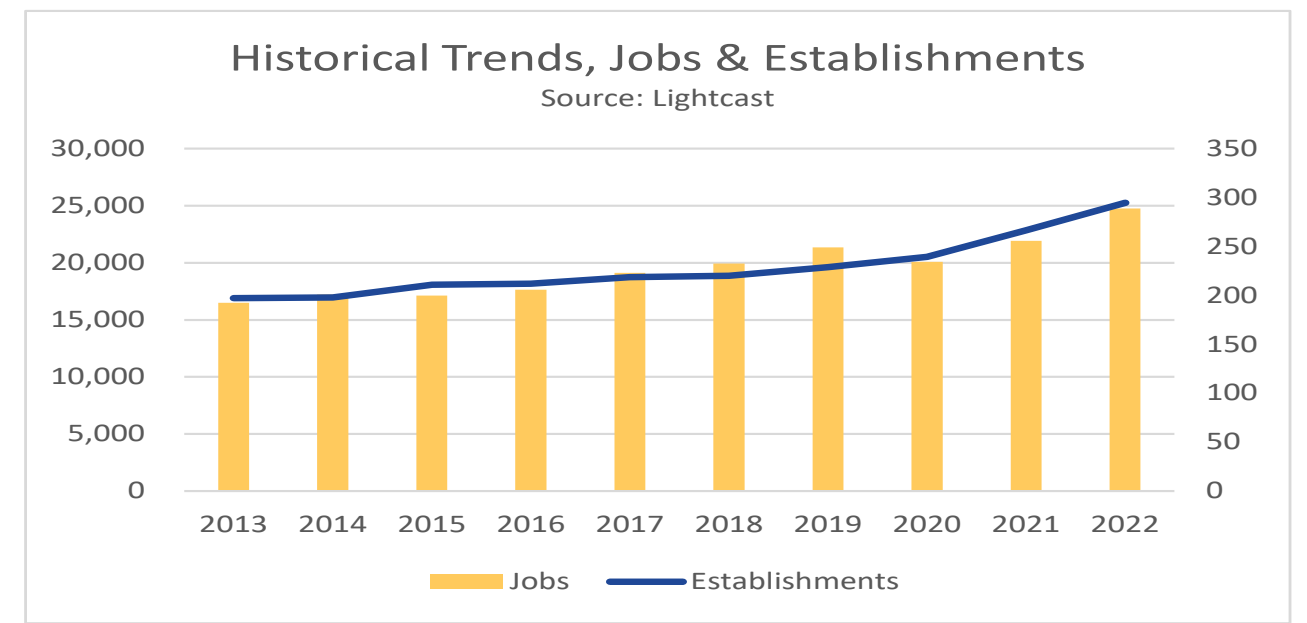




Historical Trends

Colorado Urban Front Range

The first graph shows the growth in jobs (yellow bars), and the growth in the number of establishments (blue line) in the sector between 2013 and 2022. The second graph shows the growth in wages, salaries and proprietor earnings (yellow bars) and in employer-paid benefits, including the employer portions of both Social Security and Medicare payroll deductions (blue line) for the same period.

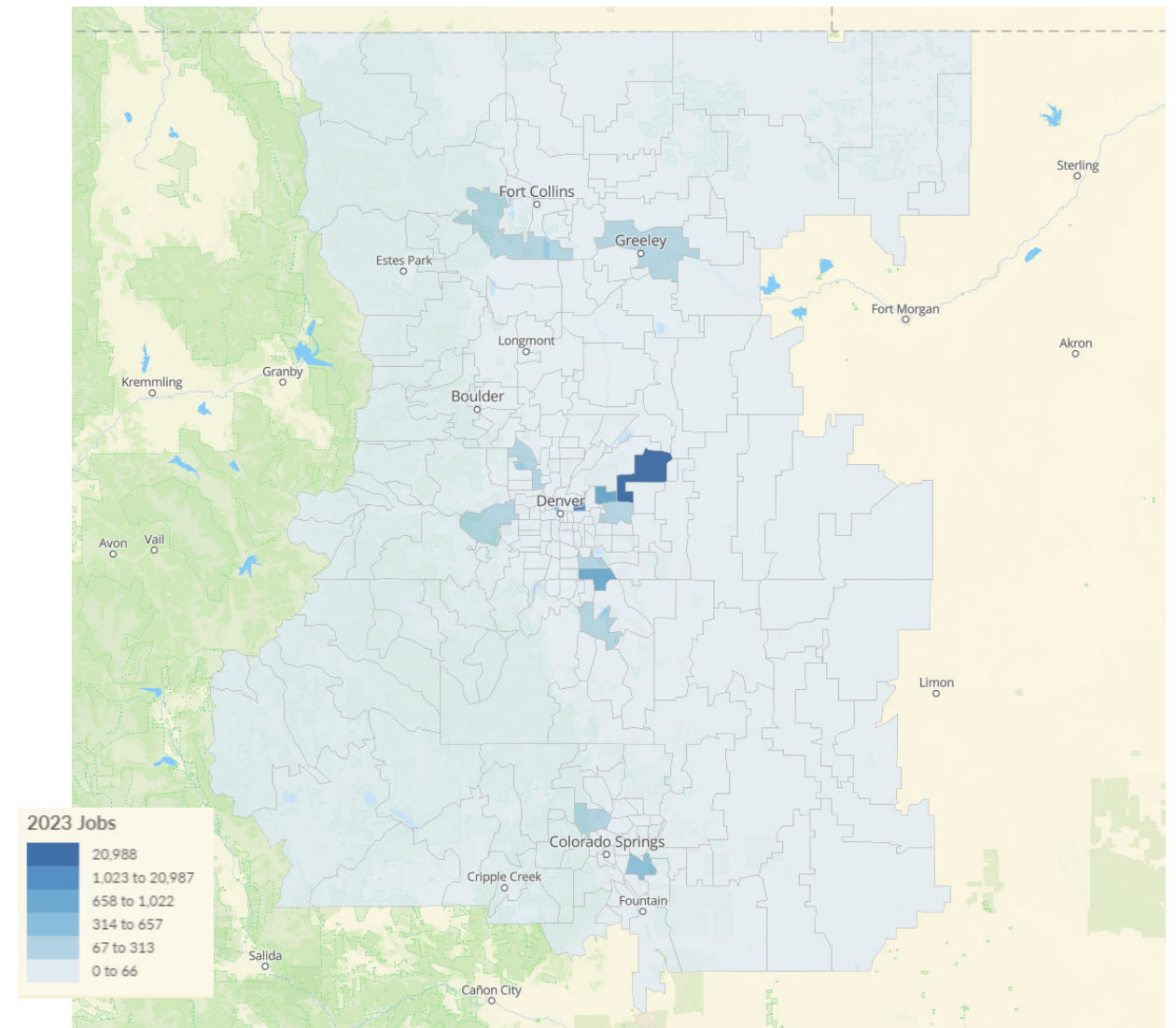


Source: Lightcast



Employment Concentration

Employment Concentration Map



Colorado Urban Front Range

The overall employment concentration in this sector is 2.34 times the national average, which reflects the presence of Denver International Airport (DEN), which was ranked the third busiest airport in the world in 2022. Concentration also varies by county, with the heaviest sector employment concentration in Denver county, where DEN is located.

Source: Lightcast

Sector Employment Concentration



Employment concentration in the sector is shown here within each of the 15 counties making up the region. Note that the current wages, salaries, and proprietor earnings, as well as the current employer-paid benefits are different within each county. This is because each county has a different mix of businesses operating within various industries in the sector. For example, the highest average wage per worker is in hospitals while the lowest is in nursing and residential care centers. Thus, a county that has a greater concentration of nursing homes will have a lower average wage per worker.

ADAMS

- Jobs - [92](#)
- Employment Concentration - [0.07](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$70,884](#)
- Benefits - [\\$11,157](#)
- Top Businesses - [Air General, All State Express LLC, Concert Group Logistics](#)

ARAPAHOE

- Jobs - [1,035](#)
- Employment Concentration - [0.60](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$98,191](#)
- Benefits - [\\$25,742](#)
- Top Businesses - [Jetcenters Inc., World Wide Flight Service, Lookfar Aviation LLC](#)

BOULDER

- Jobs - [45](#)
- Employment Concentration - [0.04](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$93,810](#)
- Benefits - [\\$13,929](#)
- Top Businesses - [Federal Aviation Administration, Boulder Municipal Airport, Vance Brand Airport](#)

DOUGLAS

- Jobs - [187](#)
- Employment Concentration - [0.25](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$126,217](#)
- Benefits - [\\$27,222](#)
- Top Businesses - [MPH Custom Painting, Fields Bourgeois LLC, Solve Top](#)

EL PASO

- Jobs - [839](#)
- Employment Concentration - [0.47](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$63,555](#)
- Benefits - [\\$15,494](#)
- Top Businesses - [Doss Aviation, Colorado Springs Municipal Airport, Colorado Jet Center](#)

ELBERT

- Jobs - [0](#)
- Employment Concentration - [0.06](#)
- Current Wages, Salaries, & Proprietor Earnings - [Insf. Data](#)
- Benefits - [Insf. Data](#)
- Top Businesses - [Insf. Data](#)

GILPIN

- Jobs - [Insf. Data](#)
- Employment Concentration - [Insf. Data](#)
- Current Wages, Salaries, & Proprietor Earnings - [Insf. Data](#)
- Benefits - [Insf. Data](#)
- Top Businesses - [Insf. Data](#)

JEFFERSON

- Jobs - [492](#)
- Employment Concentration - [0.39](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$116,370](#)
- Benefits - [\\$32,550](#)
- Top Businesses - [Catalyst Solutions, Axis Global Logistics, Integrated Packaging Solutions](#)

LARIMER

- Jobs - [135](#)
- Employment Concentration - [0.15](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$69,796](#)
- Benefits - [\\$16,668](#)
- Top Businesses - [Century Helicopters Inc., Regal Air Inc., Ft. Collins Municipal Airport](#)

BROOMFIELD

- Jobs - [39](#)
- Employment Concentration - [0.18](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$81,613](#)
- Benefits - [\\$15,128](#)
- Top Businesses - [Hawk Eye Aviation LLC, Legacy Air](#)

CLEAR CREEK

- Jobs - [Insf. Data](#)
- Employment Concentration - [Insf. Data](#)
- Current Wages, Salaries, & Proprietor Earnings - [Insf. Data](#)
- Benefits - [Insf. Data](#)
- Top Businesses - [Insf. Data](#)

DENVER

- Jobs - [23,121](#)
- Employment Concentration - [8.16](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$94,876](#)
- Benefits - [\\$28,077](#)
- Top Businesses - [Denver International Airport, Frontier Airlines, Southwest Airlines Cargo](#)

PARK

- Jobs - [0](#)
- Employment Concentration - [0.04](#)
- Current Wages, Salaries, & Proprietor Earnings - [Insf. Data](#)
- Benefits - [Insf. Data](#)
- Top Businesses - [Insf. Data](#)

TELLER

- Jobs - [0](#)
- Employment Concentration - [0.09](#)
- Current Wages, Salaries, & Proprietor Earnings - [Insf. Data](#)
- Benefits - [Insf. Data](#)
- Top Businesses - [Insf. Data](#)

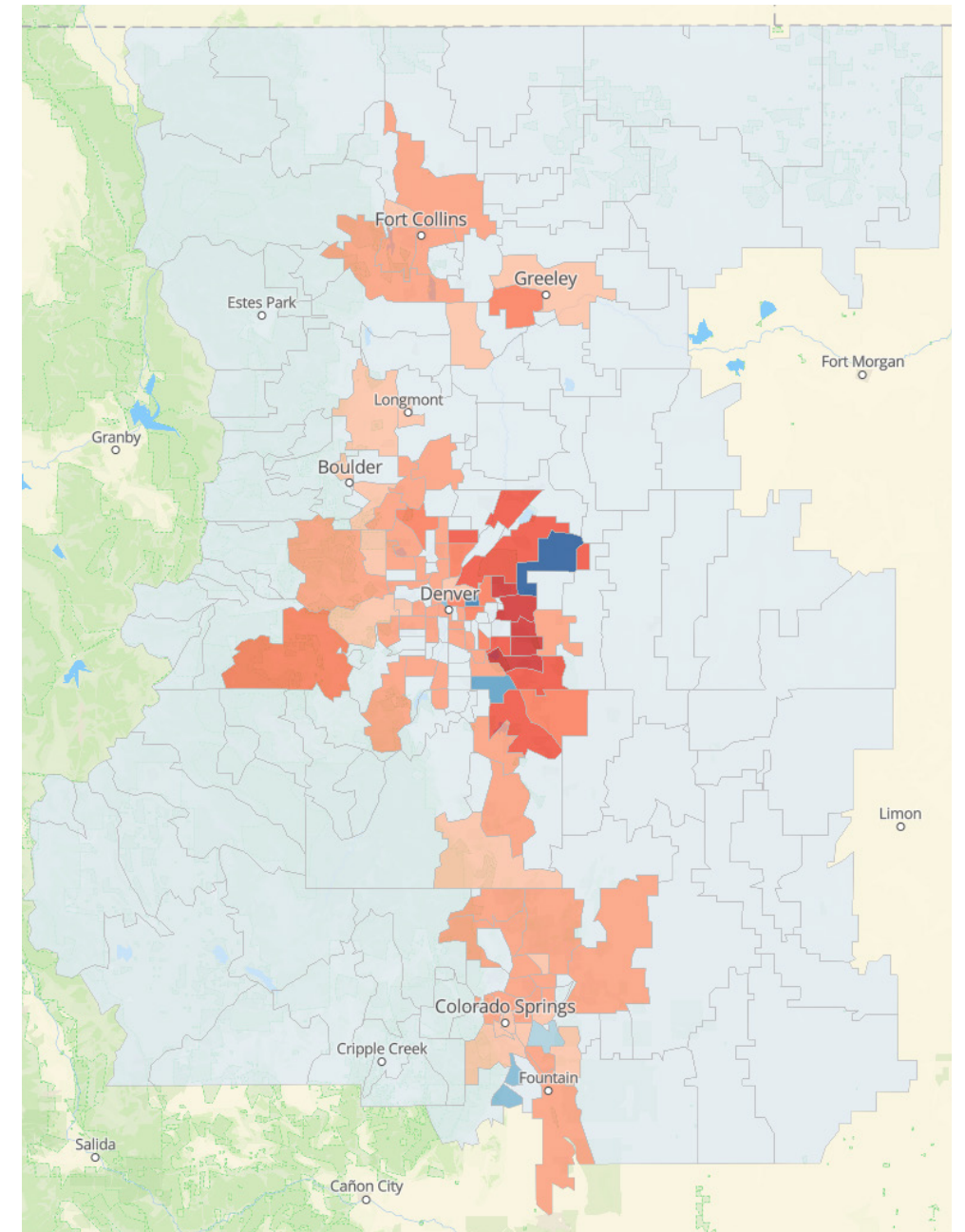
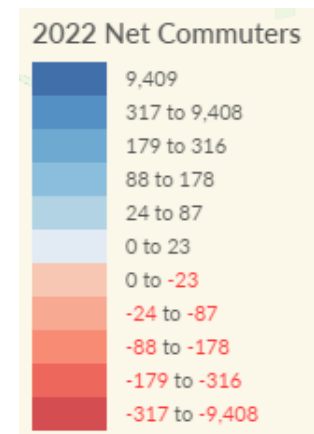
WELD

- Jobs - [105](#)
- Employment Concentration - [0.17](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$72,923](#)
- Benefits - [\\$12,740](#)
- Top Businesses - [Western Plains Aviation, Beegles Aircraft Service, Greeley-Weld County Airport](#)



Where Core Workforce Lives

Commute Map



Every sector has a group of occupations it needs to fulfil its mission. This is called a staffing pattern, and generally includes managers, business and finance people, sales and administrative support, computer and mathematical occupations. There is also a core set of occupations that are primarily responsible for producing the good or services that industry provides. In air transportation, this core set of occupations is made up of air transportation workers. Examples of these occupations include construction pilots, flight attendants and airfield operations specialists. This map shows where persons employed in these occupations live (orange areas) and where they work (blue areas).

Where Core Workforce Lives

Commute Patterns

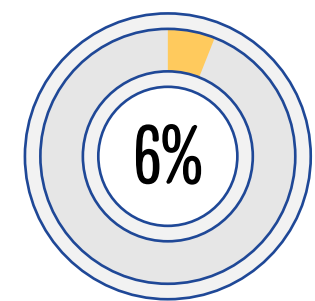
This table shows the number of ‘net commuters’ in each of the 15 counties making up the region. For example, 2,725 workers in these core occupations live in Denver County, while there are 11,106 air transportation jobs there. This means 8,381 additional workers commute to Denver County each day to work in or around Denver International Airport.

County	Net Commuters	Resident Workers	Jobs
Denver	8,381	2,725	11,106
El Paso	(108)	1,784	1,676
Broomfield	(140)	174	34
Boulder	(163)	398	235
Larimer	(227)	393	166
Weld	(585)	714	129
Douglas	(828)	960	132
Jefferson	(829)	1,262	433
Adams	(1,598)	1,857	258
Arapahoe	(2,870)	3,522	652
Clear Creek	Insf. Data	<10	<10
Elbert	Insf. Data	58	<10
Gilpin	Insf. Data	<10	<10
Park	Insf. Data	12	<10
Teller	Insf. Data	30	<10

Source: Lightcast



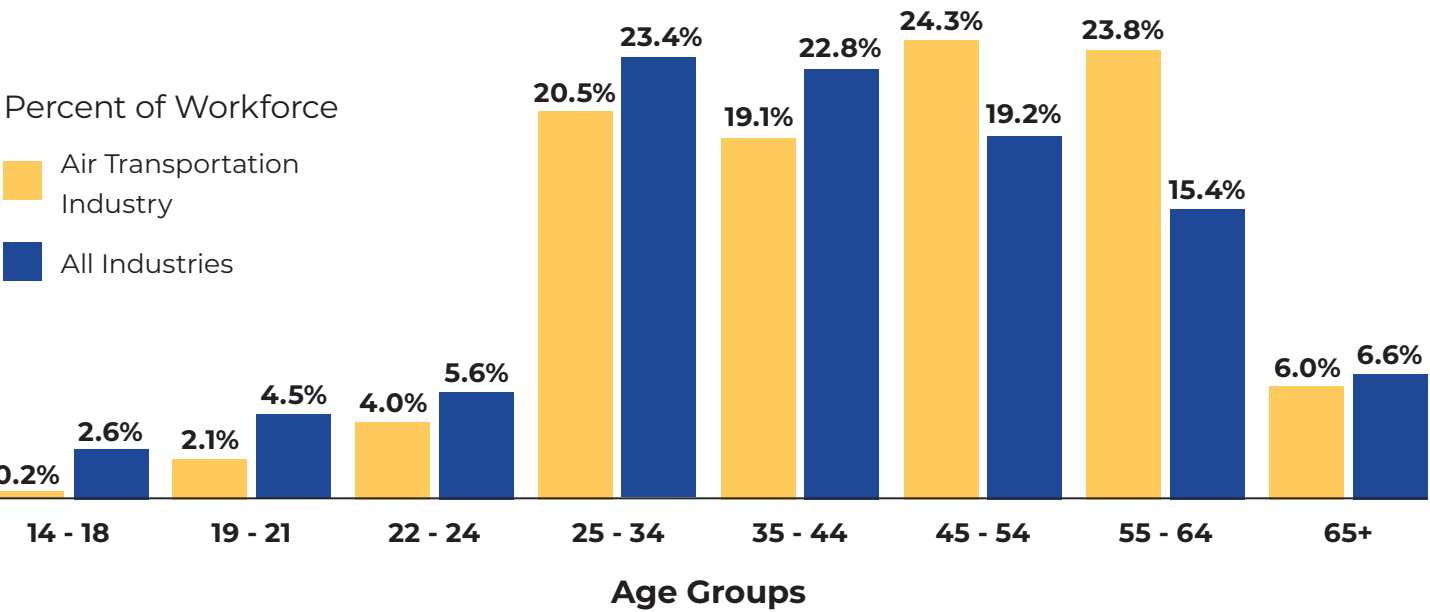
Comparative Retirement Risk



Retirement risk in air travel is slightly higher than that across all industries in the region. This reflects an older labor force with 29.8% aged 55 and older and significantly fewer new entrants in the 14-24 age group.

Percent of Workforce

Air Transportation Industry
All Industries



Comparative Gender

Percent of Workforce

Air Transportation Industry
All Industries

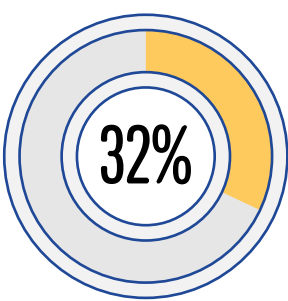


Men
62.1%
52.8%

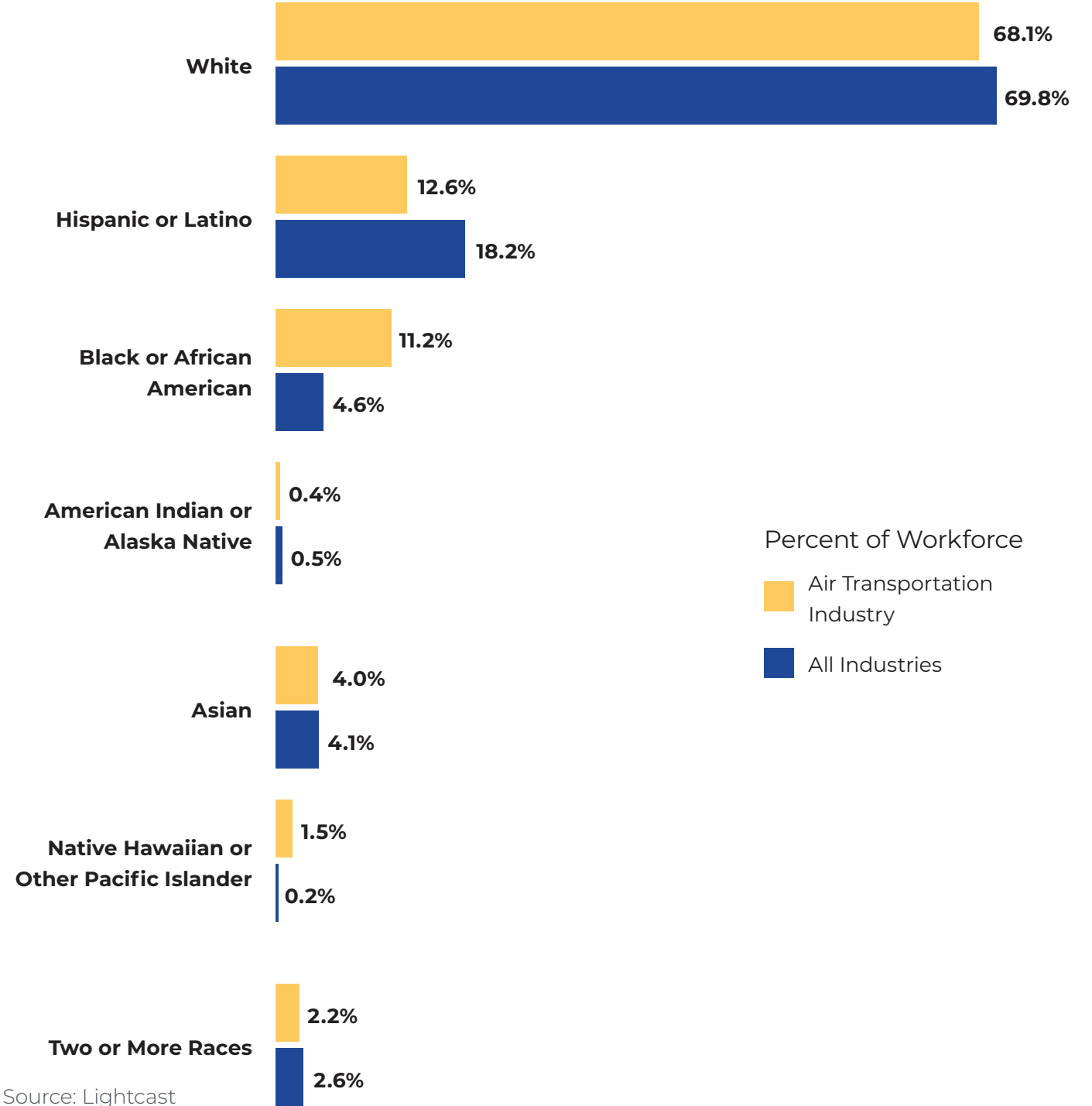


Women
37.9%
47.2%

Comparative Racial Diversity



This bar chart shows the racial and ethnic diversity in the industry versus across all industries in the 15 county region. This is measured by a concept called 'total diversity,' which is the percent of racial or ethnic minorities employed in the sector versus the percent of racial and ethnic minorities employed across all industries. Air travel is more diverse than the overall average within the region, with overall diversity 1.7% higher than that across all industries.



Percent of Workforce

Air Transportation Industry
All Industries

Source: Lightcast

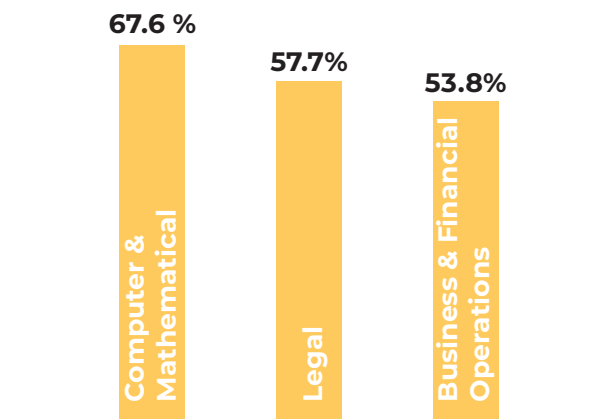


Telework and Automation Strategies

Remote Work Potential

9.9% Remote Work Capability for Sector

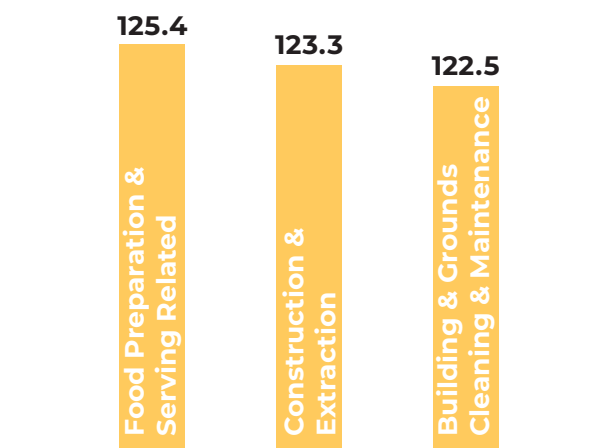
In a scarce labor market, a valid strategy for employers may be to review their staffing mix and determine which positions, if any, can be employed remotely or using a hybrid schedule. Approximately 9.9% of the workforce in the sector has at least partial teleworking capacity, mostly in back-office functions.



Automation Index

106.5

Another valid strategy employers can use in today's scarce labor market is automation. Automation seldom replaces workers 1:1. Rather, automation leverages the productive capacity of fewer workers to allow for higher output. Examples of automation in air travel are baggage screening, better cockpit automation, passenger processing, and online reservation systems.



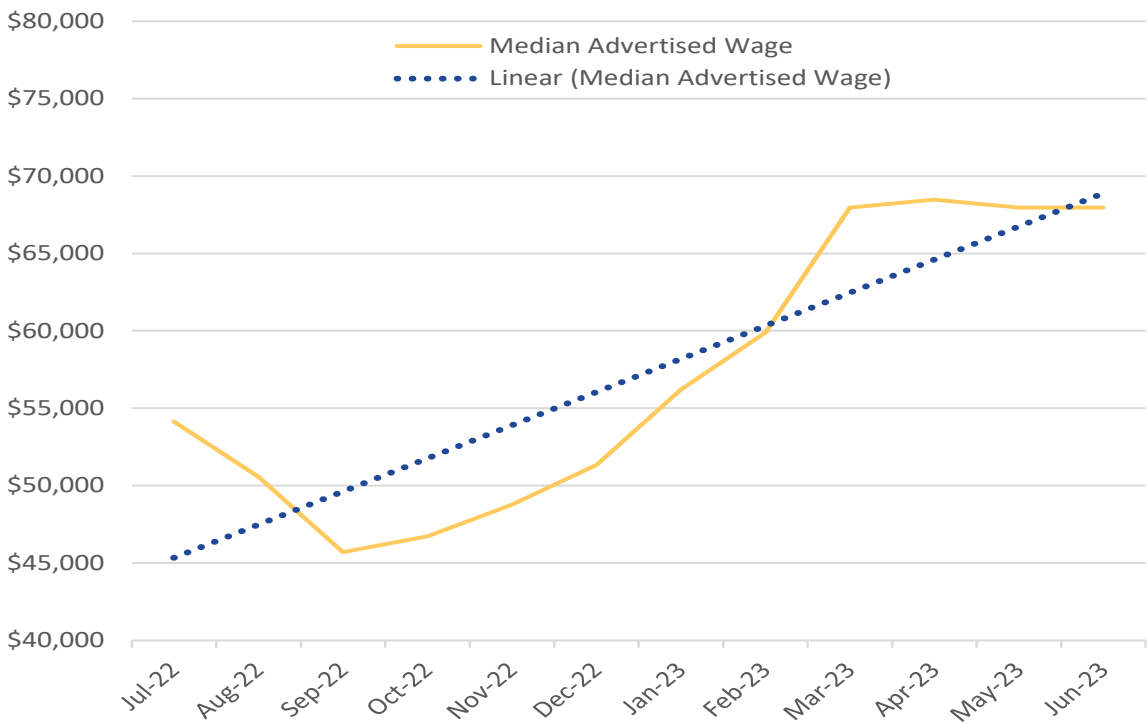
Source: Lightcast



| Wages

Advertised Wage Trends

The scarce labor market has driven wages up over time. This line graph shows movement in advertised wages in jobs posted in the sector over the last year.



Competitive Wage Analysis

The following table shows the top 20 occupations by percentage of total employment in the sector, as well as total employment across industries. For example, the sector employs 786 customer service representatives, but there are 45,102 employed across all industry sectors. This is important because the sector must compete with other sectors for critical talent, such as sales representatives, stockers and order fillers and freight laborers. Average annual openings for each occupation is estimated according to known attrition (people leaving the occupation or retiring) as well as expected national and local growth in the occupation.

Median posted wage levels can be compared to estimated entry and experienced level wages, and the typical entry level education, as well as the typical on-the-job training (OJT) are shown to illustrate the potential for apprenticeships and OJT to supplement shortfalls in the traditional training pipeline.

The Standard Occupational Classification (SOC) system is used by Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.

Competitive Wage Analysis

SOC	Description	Jobs in Sector	% of Total Employment in Sector	Jobs Across all Industries	Average Annual Openings		Median Posted Wage	Entry Level Wage	Median Wage	Highly Experienced Level Wage	Typical On-the-Job Training	Typical Entry Level Education
11-1021	General & Operations Managers	229	0.9%	43,782	4,781		\$39.82	\$41.46	\$60.66	\$88.23	None	Bachelor's degree
13-1151	Training & Development Specialists	147	0.6%	9,513	1,022		\$31.69	\$23.02	\$32.53	\$43.87	None	Bachelor's degree
13-1199	Business Operations Specialists, All Other	151	0.6%	42,410	4,428		\$34.83	\$29.44	\$38.93	\$51.78	None	Bachelor's degree
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel	252	1.0%	37,258	4,424		\$26.15	\$26.54	\$38.28	\$61.32	Moderate-term OJT	High school diploma or GED
43-1011	First-Line Supervisors of Office & Administrative Support Workers	493	1.9%	23,494	2,749		\$29.35	\$25.75	\$31.74	\$39.35	None	High school diploma or GED
43-4051	Customer Service Representatives	786	3.1%	45,102	6,653		\$19.38	\$16.39	\$19.48	\$23.69	Short-term OJT	High school diploma or GED
43-4181	Reservation & Transportation Ticket Agents & Travel Clerks	2,215	8.4%	2,487	407		\$18.40	\$17.16	\$22.61	\$29.91	Short-term OJT	High school diploma or GED
43-5011	Cargo & Freight Agents	245	0.9%	783	120		\$20.25	\$18.92	\$22.31	\$27.86	Short-term OJT	High school diploma or GED
49-1011	First-Line Supervisors of Mechanics, Installers, & Repairers	255	1.0%	10,530	1,121		\$30.89	\$29.08	\$36.72	\$45.85	None	High school diploma or GED
49-3011	Aircraft Mechanics & Service Technicians	1,774	6.8%	4,411	455		\$33.60	\$24.19	\$31.02	\$39.59	None	Postsecondary nondegree award
53-1047	First-Line Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors	269	1.0%	9,906	1,329		\$25.05	\$23.94	\$29.22	\$36.52	None	High school diploma or GED
53-2011	Airline Pilots, Copilots, & Flight Engineers	4,891	18.9%	6,286	957		\$58.71	\$59.25	\$85.10	\$110.35	Moderate-term OJT	Bachelor's degree
53-2012	Commercial Pilots	853	3.2%	1,632	248		\$49.48	\$36.24	\$44.38	\$61.22	Moderate-term OJT	High school diploma or GED
53-2031	Flight Attendants	5,510	20.9%	5,540	1,044		\$26.65	\$20.06	\$28.56	\$33.34	Moderate-term OJT	High school diploma or GED
53-6032	Aircraft Service Attendants	699	2.7%	783	144		Insf. Data	\$16.77	\$18.73	\$20.48	Short-term OJT	High school diploma or GED
53-6061	Passenger Attendants	549	2.1%	667	140		\$17.05	\$13.74	\$13.89	\$15.72	Short-term OJT	High school diploma or GED
53-7051	Industrial Truck & Tractor Operators	628	2.4%	8,170	1,138		\$19.75	\$18.71	\$21.64	\$25.03	Short-term OJT	No formal educational credential
53-7061	Cleaners of Vehicles & Equipment	241	0.9%	6,534	1,055		\$17.54	\$15.66	\$17.28	\$18.67	Short-term OJT	No formal educational credential
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	1,634	6.2%	27,351	4,581		\$19.02	\$17.06	\$19.05	\$22.14	Short-term OJT	No formal educational credential
53-7065	Stockers & Order Fillers	244	0.9%	45,959	8,420		\$18.03	\$15.60	\$17.02	\$19.23	Short-term OJT	High school diploma or GED



Top Occupations

Top 20 Occupations Currently Listed
in the Colorado Urban Front Range

Top Occupations

These figures use information from unique job postings across the sector to show the number of jobs posted in the 15 county region during the last year and median posted salary. It is also important when planning staffing strategy to look at hires, separations and turnover rate for each of the occupations, whether the occupation is apprenticeable or not, and the top skills demanded over the prior 12-month period.

Discover more about each occupation by simply clicking on the respective icon.



Flight Attendants

• Unique Postings	69
• Median Salary	\$26.65
• Hires	3,421
• Separations	2,622
• Turnover Rate	50.3%
• Apprenticeable	No
Top Skills: Federal Aviation Regulations , Federal Aviation Administration , Aviation Safety	



Airline Pilots, Copilots, & Flight Engineers

• Unique Postings	131
• Median Salary	\$58.71
• Hires	3,571
• Separations	3,282
• Turnover Rate	54.2%
• Apprenticeable	No
Top Skills: Federal Aviation Regulations , PIC Microcontrollers , Flight Planning	



Reservation & Transportation Ticket Agents & Travel Clerks

• Unique Postings	343
• Median Salary	\$18.40
• Hires	1,486
• Separations	1,098
• Turnover Rate	46.8%
• Apprenticeable	No
Top Skills: Selling Techniques , Call Center Experience , General Mathematics	



Aircraft Mechanics & Service Technicians

• Unique Postings	798
• Median Salary	\$33.60
• Hires	1,941
• Separations	1,724
• Turnover Rate	40.5%
• Apprenticeable	Yes
Top Skills: Federal Aviation Administration , Aircraft Maintenance , Mechanics	



Laborers & Freight, Stock, & Material Movers, Hand

- Unique Postings 18,948
- Median Salary \$19.02
- Hires 39,749
- Separations 34,006
- Turnover Rate 129.7%
- Apprenticeable Yes

Top Skills: Warehousing, Snow Removal, General Mathematics



Commercial Pilots

- Unique Postings 611
- Median Salary \$49.48
- Hires 1,155
- Separations 1,057
- Turnover Rate 67.6%
- Apprenticeable Yes

Top Skills: Federal Aviation Administration, Federal Aviation Regulations, PIC Microcontrollers



First-Line Supervisors of Office & Administrative Support Workers

- Unique Postings 7,240
- Median Salary \$29.35
- Hires 15,875
- Separations 15,801
- Turnover Rate 68.3%
- Apprenticeable No

Top Skills: Office Management, Accounting, Auditing



First-Line Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors

- Unique Postings 1,545
- Median Salary \$25.05
- Hires 8,507
- Separations 7,994
- Turnover Rate 82.9%
- Apprenticeable Yes

Top Skills: Aircraft Maintenance, Airworthiness, Office Equipment



Customer Service Representatives

- Unique Postings 22,781
- Median Salary \$19.38
- Hires 42,543
- Separations 42,400
- Turnover Rate 94.8%
- Apprenticeable Yes

Top Skills: Call Center Experience, Data Entry, Merchandising



Aircraft Service Attendants

- Unique Postings 0
- Median Salary Insf. Data
- Hires 793
- Separations 753
- Turnover Rate 99.9%
- Apprenticeable No

Top Skills: No Postings



First-Line Supervisors of Mechanics, Installers, & Repairers

- Unique Postings 5,577
- Posted Salary \$30.89
- Hires 6,198
- Separations 5,816
- Turnover Rate 56.4%
- Apprenticeable Yes

Top Skills: Federal Aviation Administration, Auditing, Aircraft Maintenance



Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel

- Unique Postings 2,736
- Median Salary \$26.15
- Hires 27,458
- Separations 25,980
- Turnover Rate 71.0%
- Apprenticeable No

Top Skills: Sales Prospecting, Selling Techniques, Marketing



Industrial Truck & Tractor Operators

- Unique Postings 1,954
- Median Salary \$19.75
- Hires 8,759
- Separations 7,208
- Turnover Rate 92.1%
- Apprenticeable No

Top Skills: Pallet Jacks, Forklift Trucks, Staff Management



Passenger Attendants

- Unique Postings 31
- Median Salary \$17.05
- Hires 942
- Separations 949
- Turnover Rate 146.8%
- Apprenticeable No

Top Skills: No Postings



Stockers & Order Fillers

- Unique Postings 9,583
- Median Salary \$18.03
- Hires 56,107
- Separations 54,317
- Turnover Rate 120.5%
- Apprenticeable No

Top Skills: Power Tool Operation, Equipment Maintenance, Forklift Truck



Cleaners of Vehicles & Equipment

- Unique Postings 1,762
- Median Salary \$17.54
- Hires 6,311
- Separations 5,890
- Turnover Rate 92.3%
- Apprenticeable Yes

Top Skills: Squeegee, Aircraft Interiors, Carpeting



Cargo & Freight Agents

- Unique Postings 536
- Median Salary \$20.25
- Hires 690
- Separations 500
- Turnover Rate 67.9%
- Apprenticeable Yes

Top Skills: Invoicing,
Warehousing, Point of Sale



General & Operations Managers

- Unique Postings 13,091
- Median Salary \$39.82
- Hires 27,382
- Separations 23,014
- Turnover Rate 54.4%
- Apprenticeable Yes

Top Skills: Operations
Management, Marketing,
Project Management



Business Operations Specialists, All Other

- Unique Postings 2,400
- Median Salary \$34.83
- Hires 24,611
- Separations 24,781
- Turnover Rate 59.4%
- Apprenticeable No

Top Skills: Project Management,
Auditing, Marketing



Training & Development Specialists

- Unique Postings 2,091
- Median Salary \$31.69
- Hires 5,637
- Separations 5,291
- Turnover Rate 57.0%
- Apprenticeable No

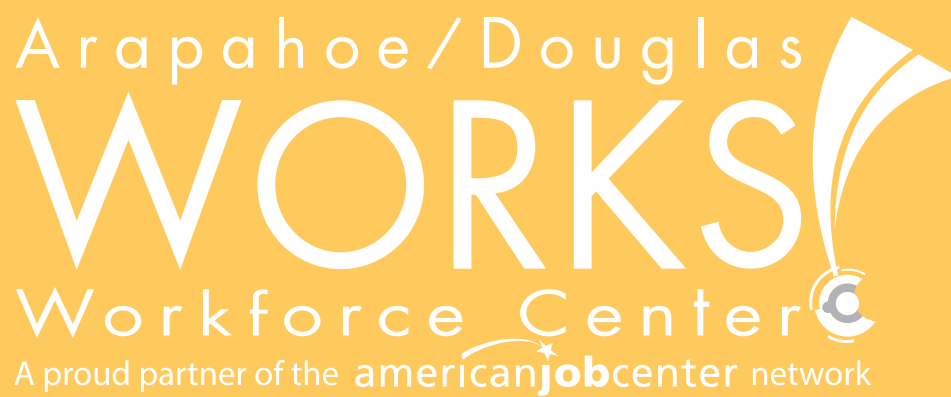
Top Skills: Adult Education,
Learning Management
Systems, Project Management

Source: Lightcast

Let's Talk!

There are a number of strategies you can employ to enhance employee recruitment and retention. The Arapahoe/Douglas Works! Business Services Team can help you strategize and implement these tactics. Get started by calling (303) 636-1359 or visiting <https://bit.ly/ADWBusinessServices>.





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