THE SCRIPT®

INTERNATIONAL TRANSACTIONAL ANALYSIS ASSOCIATION, 1772 VALLEJO ST., SAN FRANCISCO, CA.

Received 20/4/77

15th Annual ITAA Summer Conference

August 11-14, 1977

Sheraton-Palace, San Francisco

Alternatives And Responses to Violence

The Fifteenth Annual ITAA Summer Conference will have several exciting program innovations as well as the popular and more traditional ones. To begin with, this year, for the first time in ITAA, the conference will have a specific theme—"Alternatives and Responses to Violence." This reflects the concern of the Association for the ways individuals and countries deal with one another in the stressful times we live in. Through the varied perspectives and ideas presented by ITAA members, perhaps some viable options will be developed which can contribute to greater humanity among people around the world.

First Annual Pre-Conference Institutes

To open the conference week, the first annual pre-conference institutes will convene for a day-and-a-half. These are designed for a small number of participants to meet in an intensive, highly-experiential setting with highly-qualified instructors. Institutes will meet on Monday, August 8th from 9 a.m. to 5 p.m. and Tuesday, August 9th from 9 a.m. to 12 p.m. Cost will be $75.00.

Exciting Product Exposition

Another first for this year's conference will be a large professional product exposition featuring exhibits by companies and groups supportive of ITAA's efforts in psychology, sociology, anthropology, business, religion, education and related fields. Those interested in finding out the details of exhibiting can contact Frank Dickson, President of Ray Block Productions, Inc., 1500 Broadway, New York, NY 10036.

There will be traditionally popular events at this conference including workshops, panels, papers, lectures, a film festival, banquet and no-host cocktail parties. Most of the social events will include musical entertainment for listening and dancing pleasure. There will be child care facilities available for parents with children. Finally, there will be a key-note speaker this year, to be announced at a later date.

REGISTRATION	Member	Non-Member
Prior to March 1	$30	$65
March 1-July 1	$40	$75
After July 1	$55	$75

A single registration fee will include the following free of additional charge: panels, papers, lectures, the film festival and the key-note speaker. Workshop fees will range from $5.00 to $25.00 depending on their length and size.

A preliminary conference mailing will be coming soon to all ITAA members with details and information on registering. Persons interested in attending should note that, due to the size of facilities, **the conference attendance will be limited. Therefore, you are urged to register as early as possible** to insure yourself of the opportunity for joining in the fun, learning and stimulating challenge of this year's conference!

CALENDAR

General Events

August 8-14, 1977 ITAA Summer Conference, San Francisco, California

Exam Schedule

Exam	Exam Date	Deadline for Applying	Deadline for Materials
CM AND SFM WRITTEN EXAMS	**June 17, 1977** Location to be announced	March 17, 1977	March 17, 1977
CM AND SFM ORAL EXAMS	**March 23, 1977** Atlanta, GA	December 24, 1976	February 7, 1977
	April 28, 1977 (SFM only) Washington, D.C.	January 31, 1977	March 15, 1977
	May 6, 1977 (CM only) New York, NY	February 7, 1977	March 23, 1977
	August 10, 1977 San Francisco, CA	May 13, 1977	June 27, 1977
	October 19, 1977 Cincinnati, OH	July 22, 1977	September 5, 1977
TM EXAMS	**August 7, 1977**	May 11, 1977	June 27, 1977

ALL FEES ARE DUE ON OR BEFORE THE DEADLINE FOR APPLYING FOR AN EXAM

Written Exam Fee: $75. All Oral Exam Fees: $100. All Filing Fees: $25.

All exam fees are non-refundable, but will be kept as credit in your account if at least 30 days notice is given for cancellations. Otherwise, the fee is forfeited.

THE FEE FOR THE JUNE 17, 1977 WRITTEN EXAMINATION IS NOW $75.00. WRITTEN EXAM FEES ARE ONLY VALID FOR THE U.S. AND CANADIAN MEMBERS.

NOTES

PTM Files: PTM's are required to submit their annual summary report along with their sponsor's annual summary report to the ITAA office, within a 90-day period of their PTM dues billing date. **PTM Contract Extensions:** PTM contract extensions are no longer automatic; PTM's requesting extensions should contact Jackie Ward at the ITAA office for the form regarding the new procedure.

THE FIRST PTM CONTRACT WORKSHOP will be given prior to the Southeast Conference in Atlanta, Georgia, March 19-22, 1977. All Clinical and Special Fields Members pursuing Teaching Memberships in ITAA after November 15, 1976 are required to attend a contract workshop in order to take out a contract. All CM's and SFM's who were under contract prior to November 15, 1976 are invited to attend the workshops. The fee is $280, plus room and board and travel expenses. Interested persons should contact Jackie Ward, c/o the ITAA office for more information.

Deadline for application for the first PTM Contract Workshop is March 3, 1977.

PTM Contract Workshops are required only for U.S. and Canadian members.

Trans Pubs Screening Committee *Paul McCormick*

Approved for distribution by Trans Pubs: a booklet for children of all ages, **TA Fables,** by Jay Burke, $2; a new book by Ken Ernst (author of **Games Students Play**), **Pre-Scription: A TA Look at Child Development,** $4.50; Doris Wild Helmering's **Group Therapy: Who Needs It?,** with verbatim examples of TA group treatment, $4.95; a series of at-home exercises for feeling OK, **The OK Family Activity Book,** by Patricia and Noel Phelan, $1.50; and a poster, **The Five Freedoms,** by Virginia Satir, $2.

The Script

Newsletter of the International
Transactional Analysis Association
1772 Vallejo Street
San Francisco, CA 94123
(415) 885-5992

Editor . . . . . Muriel James, Ed.D.
Managing Editor . . . . . Robin Fryer, M.S.W.

Editorial Policy: The editors reserve the right to edit material submitted for publication for purposes of clarity and space. Editing which affects meaning will be done responsibly and in such a way as to preserve the intent of the author. In instances where questions exist about such material, the author will be consulted prior to publication of edited copy.

Deadlines: refer to date of receipt in ITAA office, c/o Robin Fryer

February 25, 1977 for April 1977 issue
April 29, 1977 for June 1977 issue

The **Script** is published six times a year by the International Transactional Analysis Association. Subscription rate is $2/year as part of dues for all classes of membership. For information on dues rates for various membership classification, contact the ITAA office, 1772 Vallejo St., S.F., CA 94123. Second class postage paid at San Francisco, California.

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Correction: Our apologies to Leonard Campos, Ph.D., for inadvertantly omitting his name from the cover article in the December 1976 issue. He is due credit as follows for co-authorship: **Introduce Yourself to TA,** Campos and McCormick.

International News

Hiroshi Kondo, EdD, RM, bilingual Japanese psychotherapist now residing in the San Francisco Bay Area, has been elected a member of the Board of Directors of the newly organized Japan Industrial Transactional Analysis Association (JITAA, Script, Dec. 1976). He will be doing liaison work between the ITAA, its members and JITAA. Dr. Kondo has published several books in Japanese; his first book on TA will be **Time Structure in Interpersonal Relationship,** soon to come out in Japan. Those who wish to make contact with JITAA can write Dr. Kondo at 1727 Shasta St., Richmond, CA 94804 or directly to Mr. Masaki Kano, Secretary of JITAA at 4-5-11, Higashijyujyo, Kita-ku, Tokyo, Japan.

India – Jaswant M. Singh, Ph.D., CPTM, conducts two on-going bi-monthly seminars in Poona and Bombay. In Bombay they are on first and third Thursdays at 6:30 p.m. and in Poona on second and fourth Thursdays. These have been going for the past two years. In addition, Dr. Singh has started 16 study groups in different parts of the country.

India – TA is an approved and obligatory course for MTh students at the Pondifical Institute of Theology at Alwaye and Carmel Institute of Spirituality at Bangalore. They are both taught by Fr. George Kandathil, CTM.

Germany – the first introductory TA text in German **written by a German** came off the press (Verlag Herder-Freiburg, West Germany) in October. The 145 page book is called **Nimm Dich Wie Du Bist** (Accept Yourself As You Are), and the author, Dr. med. Rüdiger Rogoll, a German psychiatrist and PTM, practices in Markdorf, Southern Germany. Dr. Rogoll draws widely on current TA and related literature. The book is easy to read (especially if you know German!) and the author's literary style reflects a sound knowledge of TA combined with an excellent, and at times humorous, command of the German language, idiom and culture.

WANTED: photos and short notes about interesting, unusual or noteworthy experiences you have had in connection with TA. Also drawings, cartoons or wise sayings—whatever you think would add fun and sparkle to the **Script.** (Just please remember and respect that the **Script** is not for private promotion so maybe notes on activities related to TA work best come after the fact). We'd love to find out about all the creativity we know is out there!



Tom Frazier playing "ripple dipple" with workshop participants in Germany

Tom Frazier just returned from a week-long workshop (in German) on Script Analysis and Gestalt in Dusseldorf, Germany, sponsored jointly by the Dusseldorf Fritz Perls Institute (Dr. Hilarian Petzold) and the Bonn Government's Ministry of Education (represented by Walter Pfeifer). The group of young German psychologists was particularly impressed by the Script Analysis inasmuch as the client participates very heavily in the total process; this is a relatively new concept in the German therapeutic world. Many group members had difficulty understanding Feeling Rackets (a word difficult to translate into any language), again, perhaps because the German culture accepts Rackets more as true, underlying feelings than does the world of TA. During an evening "permission workshop" Tom learned the German game "ripple dipple" (a tongue twister difficult even for a German) and ended up with four "tipples" (burnt cork marks) on his face—obviously not the winner! He plans to get his revenge when he introduces this game to the U.S. After several successful short-term training experiences in Europe, Tom and his wife Delphine (PTM) are planning to spend a year there beginning in September, 1977 to give training and treatment workshops in TA and related subjects in French, German and English.



MISS PEACH by Mell Lazarus
Courtesy of Mell Lazarus and Field Newspaper Syndicate

Attention: Advanced ITAA Members

I have been serving on the Steering Committee for a European TA Association and have seen considerable expansion of TA activities in Europe during the past year. More Americans are coming over here and there is every reason to think that the numbers will increase. This has created some new and exciting opportunities, as well as some problems. A major problem is lack of information. Americans may not be generally aware that the training situation in Europe differs quite considerably from country to country.

In **England,** for example, psychologists work almost exclusively in the National Health Service, and largely under medical supervision. Very few are in private practice (pretty well the prerogative of psychiatrists). One result is that it is of little professional value to either psychologists or psychiatrists to have a CM or TM. It is unlikely to improve either their professional or financial standing. Secondly, neither National Health Services nor insurance companies will support or subsidize private psychotherapy.

In **Germany,** by contrast, psychologists have equal status with psychiatrists before the law, and insurance companies will pay about one third of patients' fees if they are in ongoing therapy and have been referred by a doctor. There is thus some incentive towards private practice. Fees are likely to be higher and there will probably be more clinical trainees than in England.

In **Italy** there is no recognized profession of psychotherapists, and insurance companies support treatment only by medical doctors. There is considerable difference in Italy in terms of workshop charges and fees for leaders between professional and student groups.

In **Belgium** insurance companies support psychotherapy only where the therapist is a psychiatrist. Most practitioners work for an institution or agency and are salaried. Typical monthly salary would be between BF20,000 and BF30,000 ($524 to $786). This is quite close to England where a good annual salary for a psychologist is $8000.

In **Switzerland** there is no one pattern although most psychologists work in government agencies for a small salary under strict medical supervision. In this context insurance policies may cover psychological treatment; in private practice (restricted almost entirely to psychiatry) insurance does not cover any treatment unless drugs are also prescribed. The private sector is also represented by the older analytic approaches.

In **Sweden** the majority of psychologists work under medical supervision, although a number do no. Psychotherapy can be supported by the National Health Services if the psychologist is working for an official organization or if the patient is referred by a doctor. On the other hand, the State subsidizes some TA enterprises indirectly through educational establishments which put on TA courses. Leaders' fees and numbers of participants vary widely because of this.

In **Holland** most clinical psychologists work under medical supervision. A few are in private practice, although most of them work part-time for an institution or agency because of the Dutch law and tax system. Insurance companies do contribute to patients' fees but only where the therapist is a psychiatrist. This is true even where the psychologist is a member of the Vereniging voor Psychotherapie whose requirements for membership are extremely stringent.

To close, a few recommendations:

1) Not surprisingly, many people are in Europe during the summer, especially around the time of the EATA summer conference. However, there are only a limited number of interested workshop participants. Working leaders may find more work at other times of the year.

2) Six months is not too soon to plan a working trip to Europe.

3) One way of setting up a trip is to send a circular letter to various European centres, then sift the replies. To my knowledge this hasn't worked. Both parties are likely to be kept waiting for confirmations; one thing becomes contingent on another, and in the end there can be confusion and some ill-feeling. A better way is to decide for sure which countries you want to work in, fix an itinerary, and let us know for sure. If you are willing to plan six months and more ahead, we can make sure most suggested dates work. An alternative procedure would be to ask someone in Europe to plan workshops for you during a set period and in some particular places and expect to pay her/him something for setting it up.

4) You may expect to receive somewhat more than the local going rate for your work, but my own view is that local rates should be taken as the point of reference rather than rates common in the US context. On travel expenses: it is unlikely that there will be more than a small proportion payable out of workshop proceeds, at least in several countries.

In brief, the recommedation is to call the trip a working holiday.

I am signing the letter and taking responsibility for it myself, but the information has been gathered from different sources and many Europeans have seen and approved the text.

Michael Reddy, PhD.

Editor's Note: We appreciate both the information Dr. Reddy has provided and the straight manner in which it is presented. He has also prepared a consumer guide of fees in various European countries and a list of European contact people from among the European Steering Committee, the Council of EATA and the national secretaries. This information is available upon request to advanced members who plan to travel to Europe from Cindy Podsiadlo, International Correspondence Secretary, c/o ITAA office. We welcome similar material from other geographical areas.

CLASSIFIED ADVERTISING

Beginning in the April Post-Script classified ads will be run at a rate of $4.00 a line with a minimum of 5 lines. Each line has a maximum of sixty characters (count spaces between words as one character). **Payment must be included with all classified ads or they will not be run.**

Deadlines and guidelines are the same as for general Post-Script ads (see pg 7 for details). Classified ads are primarily for low-cost advertising of specific training events and conferences including regional and special fields conferences.

Members Forum

Dear Script:

Recently I had the pleasure of sharing some of my time and energy with the staff of the ITAA. We spent eight hours together exploring the communications process and in the facilitation of team-building.

What I enjoyed most with them was sharing their good humor and friendliness as they work at what can be a stressful job at times. I was amazed at the volume of mail they handle in providing information and service to members and others inquiring about TA. I was also distressed to hear of the occassional unrealistic demands placed on them by members who may not be aware of the workload of that office.

Although everyone is contributing equally I believe Bob Andersen deserves some special mention for the open door he maintains and his willingness to sit in a group with the staff and let them level with him. It is a form of humanistic management I believe in and am glad to see it practiced in my own organization.

Sincerely,
Joe Alexander

Note: The staff wishes to express appreciation to Joe and Rowena Alexander for giving their time and talents in helping us explore some of the issues and relationships that concern us in working for ITAA. The information and options for problem-solving they shared are useful, and beyond that they gave their patience, sensitivity and good humor — in short, themselves as warm, caring individuals. We echo Joe's sentiment in wishing we could have the opportunity to meet with each member of the Association as we did with the Alexanders. Perhaps this fine experience will set a precedent for more like it in the future with other members of the ITAA.

To the Editors:

By virtue of our membership structure, ITAA endorses the teaching and training conducted by PTM's. It is understandable that the Board of Trustees and the Training Standards Committee desire a measure of discretionary control over the selection of PTM's. That is as it should be. To a great extent, PTM's represent ITAA to the general public and to the RM's of our organization.

It is unfortunate that an apparent lack of trust has developed between the TM's endorsing PTM's and the Board of Trustees. Prospective PTM's will be required to go through a newly developed selection process called the contract workshop. The contract workshop policy, in effect, implies that TM's who have knowledge of an individual should not have the primary descretionary power to endorse new PTM's. Now a committee of four, selected by the Training Standards Committee, will determine the acceptability of PTM candidates after working with these candidates for four, possibly stressful, days. The TM's who may have a more complete picture of the candidate will have no say in the initial selection process. This lack of trust between the parents of ITAA bodes ill for our organization.

Unfortunately the contract workshop may set limits on PTM's more stringent than were intended by the Board and the Training Standards Committee. Many talented people may be eliminated because the contract workshops will be rather inaccessible. The costs to prospective PTM's for the required attendance may be prohibitively high for some. The expenses, including a $280 fee for the workshop, transportation, room, board and four days of lost income may eliminate less wealthy, otherwise qualified, people. Women and younger, less well established CM's and SFM's will be the hardest hit by this financial expenditure. What may happen is that ITAA will end up endorsing the more wealthy, but not necessarily, the most competent as PTM's.

The infrequency and geographical inaccessibility of contract workshops may limit the number of new PTM's unnecessarily. Contract workshops will be conducted in conjunction with major TA events. Participants in each workshop will be limited to between 10 and 20 people. Since TA conference sites are frequently located close to heavy concentrations of TM's and PTM's, people in geographical areas having few advanced members will feel the greatest impact.

People who cannot be accommodated in a workshop, because too many or two few enroll, may have to wait a very long time before they can take the required workshop. The contract workshop policy may, in effect, decrease the ratio of PTM's to TM's. TM's who enjoy the challenge of training PTM's will be negatively effected by this altered ratio.

The contract workshop's inaccessibility may frustrate the creative and energetic. After deciding to sign a PTM contract, people are generally anxious to get started. Prospective PTM's may have people anxious to begin training with them. They may have to wait, unnecessarily, for six months, a year or longer before a contract workshop is geographically accessible and financially manageable.

In order for ITAA to remain a growing, viable, open system, we must be an organization that encourages creativity, enthusiasm, clear Adult thinking and trust among the membership. We would like to see the Board change its contract workshop policy and allow a selection process more in tune with a philosophy of openness, trust, and a fostering of creativity and professional development for all ITAA members.

In its zeal to provide for training conducted with competency and integrity, the Board of Trustees and the Training Standards committee have been too hasty. Their intentions were good. It is time for the Board to get input from the broader membership, study the ramifications of their policy on membership growth, and develop a policy of PTM selection that best meets the needs of the entire membership.

Sincerely,

Stephanie Griffin, CM
Dale Christensen, RM
Michael Dubriwny, M.D., RM
Stephen Frye, M.D., PTM
Pat Crossman, CM
Silvia Lange, RM
Elisabeth Rutter, RM
Annette Meredith, RM
Barbara Torney, R.N., RM

Editor's Note: We also received a letter from Nancy Healy, M.A., RM protesting the current PTM Contract Workshop situation which we were unable to print because of space limitations.

FUTURE WRITERS — we love hearing from you, one and all, but if you want your letter printed in the **Script, please be brief!** That way more of you can be heard.

Dear Editor:

The argument expressed by Ken Windes (Oct., 1976 **Script**) presupposes a situation which doesn't exist in most areas of the country. There is not currently an ample supply of TMs and PTMs to meet the demand for those services, let alone be able to pick and choose. Trainees like myself must either pay or do without, and working people seeking treatment from CMs or other therapists must carry enormous financial burdens to get what they need. What about **our** "economic freedom"? The Catch-22 suggestion to "go elsewhere" won't wash. And neither will the recommendation to file a grievance because although charging $40.00 to supervise a tape for an hour could be called gross, and charging $90.00 per day for advanced training could be called gross, it probably can't be called unethical, at least not so the charge would stick.

I'm somewhat indignant about the fee situation because I believe the ITAA stands for people helping people in straight I'm OK—You're OK styles. Once TA practitioners start seeing themselves as worth more than the people they serve, we're in trouble (how many of your clients make 30-40 dollars an hour?). And just as disturbing is my belief that this out-of-sight fee scheduling is indicative of an ill in our society. We need to be leaders in helping to create a more humane and caring environment, not followers of a sick one in which everyone wants more.

I strongly support guidelines in fee setting (June, 1976 **Script**). That would certainly say something positive about the philosophical foundations of our organization. And I want to thank all of you who have provided services to me at reasonable costs. I appreciate paying a fair price, and so do clients.

Sincerely,
Art Oblas, RM

Editor's Note: We also received a long letter regarding the fee issue from Dick Sandefur, RM. While we were unable to print both letters, copies of them will be sent to the appropriate committee for their information.

Dear Editor:

I'm glad that the business-people of the ITAA have decided it's time to cut down our spending. My suggestion is that we get rid of that outrageously expensive building, and that we, in the future, ask the membership before we indulge in buying fancy houses with their money. I don't like that several extremely dedicated, competent people who worked in our office (like B. A. Aiken who put out the Directory) were told they had one day to leave and two weeks to find another job. There must be more responsible ways of saving money.

Carla Haimowitz

TA IN SPECIAL FIELDS

Ethics and Transactional Analysis

The following are excerpts from an article published by Tom Clary, SFPTM, in the **Socio-Systems Report,** October 1976.

The International Transactional Analysis Association (ITAA) continually emphasizes the importance of ethical standards for practioners offering TA services to the public. To ensure this, ITAA has established rigorous training standards for candidates aspiring to advanced member status. Admission to these ranks is restricted to the highly qualified who maintain prescribed professional and ethical standards.

As TA becomes more popular in organizational usage, many TA clinicians have expressed fear that these standards may be compromised. To allay these fears, one only has to understand that the training of a Special Fields Member is no less rigorous than that of a Clinical Member. The standards of most professions which fit into the Special Fields category have no lower ethical standards than those of the medical and health delivery services fields today.

We deeply appreciate ITAA's concern and are grateful to the ITAA Training Standards Committee for continuing their demands for high levels of professionalism since we are aware of organizations hiring trainer-consultants without extensive and supervised TA training. Some of these trainers-consultants are good, acceptable, or at least meet the need of the client. We are also aware of charlatans cropping up along the line, unprofessionally and unethically using TA to "chase the buck" to the detriment of a client organization or an individual.

For the client organization it is like buying a product. Some only invest in quality merchandise. Others choose shoddy cheap merchandise which they then pass on to their customers. There is very little anyone can do to change the latter.

"How do I know who is really qualified in Transactional Analysis?" is still a question I frequently hear since many organizations simply do not know where to obtain quality trainers. And others say, "I don't know what qualifications our trainer has, but he's been teaching TA." While some say, "What does it take to teach TA besides reading **I'm OK—You're OK**?"

How are these questions best answered? Certainly not through ITAA publications alone. Any qualified Special Fields Member or candidate should be informing the public through other professional journals. Such organizations as the American Society for Training and Development, American Management Association, National Educational Association and others should be made aware so they can provide this information as a service to their membership.

This puts the onus squarely on our shoulders as Special Fields Members and candidates. Contact your professional associations and societies today — inform them that there is a way to seek out and find professionals in various fields who have been well trained in Transactional Analysis. This is one way toward maintaing ethics in organizational applications of Transactional Analysis.

Driving Safety Film for Truckers — Jon Prothero, an RM with an SFM contract, is one of the co-producers of a new series of films which concentrates on improving the professional driver's attitude instead of his driving skills or knowledge. It is designed to help a driver become aware of how his state of mind—his attitudes, beliefs and emotions—affect his behavior behind the wheel and how these factors often end up overruling the best of driving skills. The films combine TA and humor to show that it's not how well a person **can** drive, but how well he **will** drive that determines whether he will have a good or bad driving record. Prothero has done extensive work in developing training programs for problem drivers using TA and is the designer of the TA-oriented driver's safety course now being implemented by the Florida Highway Patrol.

Law — Louis Forman recently gave a TA workshop to the Association of Trail Lawyers in Boston: John James gave a workshop to the same association in Reno.

Post Script

The ITAA Bulletin Board

¼ Pg. - $100. Dimensions - 3 5/8" X 5"

½ Pg. - $175. Dimensions - 5" X 7 5/8"

1 Pg. - $300. Dimensions - 7 5/8" X 10¼"

Ads may include training, announcements of scientific meetings or conferences, and books advertised through Trans Pubs or TA Press. No Clinical Treatment offerings. Material to be copy-ready.

Deadlines: Feb. 25 for April 1977 issue
April 29 for June 1977 issue

See Dec. 1976 Script for more details

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Co-Directors

TOM WILSON, M.D., C.P.T.M.

I am a psychiatrist certified by the American Board of Psychiatry and Neurology. I am currently an Assistant Professor at USC and have lectured and taught courses for USC, UCLA and the Los Angeles Group Psychotherapy Society. I have been on the staff of Cathexis Institute. I am President of the Medical Staff at the Westwood Hospital in West Los Angeles.

DIANE MOMB, R.N., C.P.T.M.

I am a Clinical Provisional Teaching Member of ITAA and am a psychiatric nurse with experience both in hospital work and with office groups. I have had extensive training with Jacqui Schiff's Cathexis Institute in Hollywood and in Alamo, California as well as currently being on their training staff.

The West Los Angeles Group Therapy Institute has been in operation almost two years. Our focus is on training professionals to work with psychosis, especially schizophrenia, and other severe emotional disorders. The faculty works as a team and has been trained in reparenting and regressive techniques. Facilities of a private psychiatric hospital are available for the purposes of training. The West Lost Angeles Group Therapy Institute training program includes 101 courses and training towards ITAA CM membership. We also individualize programs for out-of-town trainees interested in psychosis and wishing to spend a week or more in intensive training with us. If you are interested, contact us at the above address.

a LOOK at BOOKS from TA PRESS

INTUITION and EGO STATES

by Eric Berne, m.d.

Eric Berne's own explanation of what led him to develop transactional analysis, that extraordinary aid in the fathoming of human affairs. This volume brings together eight of Dr. Berne's early articles; six of the articles are on intuition and the other two are his first on ego states and transactional analysis as a psychotherapeutic system.

Eric's fascination with the mysteries of intuition (and his own uncanny gift for it) led him to the study of primal images, primal judgment, and ego images. From this study emerged his concept that each of us is not just one personality but a combination of three: Parent, Adult, and Child. In this historically important series of articles he begins to explore the complications created by this threesome in the areas of self-knowledge, communications, social behavior, and personal destiny.

Whether or not they are newcomers to TA, readers can learn from this book much more about Eric Berne, the nature of intuition, the complexities of psychotherapy, the origins of TA, and themselves as well.

(Edited by Paul McCormick of TA Press; designed by R. C. Schuettge Book Productions; distributed by Hank Maiden of Transactional Publications, by direction of the ITAA.)

INTUITION AND EGO STATES: THE ORIGINS OF TRANSACTIONAL ANALYSIS, by Eric Berne, approx. 130 pages, publication date: April 15, 1977, PRE-PUBLICATION PRICE: $2.95 List Price: $3.95

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TRANS PUBS WINTER ARRIVALS

TOT PAC Audio-visual, multi-media based on **TA for Tots;** includes manual, film strips, cassettes, posters, record album and book; by Alvyn Freed, Ph.D., William Werst, Susan Werst; narration by Dick Hardaway; illustrations by JoAnn Dick. Published by Jalmar Press, Inc. $135. or $25. for 10-day rental for small groups of parents, nursery school teachers, etc. Those using **TOT PAC** report favorable impact on children, parents. Practicality and good humor of participants comes through colorfully. Component parts of the kit reinforce the urge to find ways to feel strong and confident about oneself. Schools, churches and youth groups find exciting uses for **TOT PAC.**

Group Therapy – Who Needs It? by Doris Wild Helmering, Celestial Arts, 1976, $4.95. Author maps out areas surrounding joining a group. Some theory included so laypersons can identify key objectives for group participation. Transcripts of group sessions—material carefully chosen to interest any reader. Skillful transition from theory to experience. Author demonstrates her capacity to stay with feelings yet not lose sight of her responsibility as therapist. Includes section on author's investment in honesty with colleagues and public.

Suffering Is Optional: The Myth of the Innocent Bystander by Morris and Natalie Haimowitz, 1976, $4.00 Authors suggest excessive attention to correct vocabulary or procedures is misleading or a waste of time. Language is basic English with illustrations that are earthy without being contrived. Most basic TA concepts are discussed but brevity is the rule. Includes 126 exercises familiar to the Haimowitzes as group activities to facilitate growth. Their enthusiasm is contagious; an impressive argument for choosing to grow rather than to suffer.

Pre-Scription by Ken Ernst, Celestial Arts, 1976, $4.50 Focus on three questions: what resources does each person have; what needs are paramount to each person; and how does each person get what he or she wants; Ernst suggests that once a person knows about her/his script, the possibility becomes real for that person to change the script or abandon it altogether. Opportunities to explore one's own script through exercises to be done alone or with others.

TA Fables by Jay Burke, 1976, $2.00. Some neat tales emerge in this small book. The reader may be inspired to try a hand at writing a tale out of his/her own fantasies.

676 Clinical and Special Field Questions by Germaine Eley, Doris Helmering and Marc Weiner, 1976, $4.25. A second edition will be at press shortly as a service to those wishing to continue advanced training in ITAA.

Everybody Wins (cassette tape) by Dorothy Jongeward, SMI, 1974, $9.95. The narrator sparkles as she talks about invigorating the quality of life in corporations and organizations.

I'M OK—YOU'RE OK (poster) by Bereson & Bereson, $2.00. Lively, gentle artwork.

The Five Freedoms (poster) by Virginia Satir, Celestial Arts, 1976, $2.00. Warm fall colors graced by the wisdom of Virginia Satir.

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ITAA 101: April 27-28, 1977
ITAA SFM Oral Examinations: April 28, 1977

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Bonnie Silverstein, M.S.

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Sat	May 21	- NEW TECHNIQUES FOR THERAPISTS & COUNSELORS	Muriel James
Sun	May 22	- PERMISSION WORKSHOP	John James

FEEDBACK SYSTEMS IN THE ITAA

The following is a summary of the position paper on ITAA feedback systems prepared by Executive Director Bob Andersen for the Long Range Policy and Planning Commission. It was requested by the Committee for use in determining the purpose of the ITAA and is presented here for the information of the general membership. Please take the time to respond to this proposed feedback system — send comments to Bob Andersen, c/o the ITAA office.

As the ITAA begins the process of long range self-study, one of the most important areas of concern should be that of communication within the organization. Communication specialists have long recognized that communication from the assigned leadership to the general membership takes many forms and is usually readily accomplished. Communication in the opposite direction is much more difficult.

Messages do not simply stop once they have reached their intended destination. "Nothing" **never** happens. "Something" **always** happens. That "something" is feedback (to adopt an electronic term), a response of some sort. It may simply be good feelings or bad ones. It generally takes the form of a response made to the source of the communication. As a communicative response, feedback to the assigned leadership of an organization is often spotty and infrequent; it may simply not occur at all. Sometimes feedback may take the form of messages sent outside in negative form, to the detriment of the organization.

Social scientist Kurt Lewin defined a function which he referred to as a "gatekeeper." Gatekeepers let messages through to others over whom they exert some influence. Walter Cronkite is a gatekeeper for millions of CBS-TV viewers, passing on news which he selects, and which the viewers accept, in varying degrees, as correct and truthful. Your neighbor who tells you about what happened at the PTA meetings is also a gatekeeper. The ITAA member who passes on news about the Association is certiainly a gatekeeper. Some gatekeepers are more credible than others, but whatever they send on, or permit through, is a form of feedback which must be taken into account in our consideration of the ITAA communication model.

Because of the gatekeeper function, a secondary feedback situation may develop, in which a person who gets a message passed on from the person to whom we communicate may then respond to both the gatekeeper and to us. Feedback, as well as the basic message, may be filtered by poor semantics, misunderstanding, cultural milieu, technical difficulties (such as poor writing), or even a willful mis-interpretation of the message. But as long as feedback is received by the original sender there is opportunity for correction and re-transmission of the message.

Anyone who has played the party game of "telephone," in which one person whispers a message to the next, which is in turn whispered on around the circle, realizes the danger in garbled messages. With no opportunity for correction, such a message inevitably changes into something quite different from the intended communication. It seems apparent to this writer that ITAA must do everything within its power to prevent such a situation or condition.

Far better would be the feedback loop proposed by general semanticist Wendell Johnson, interpreted here:



The loops of the model represent feedback from each speaker to the other. Even when there are other receivers, the sender always hears himself. He can respond to his own feedback as well as to the feedback from others. Once we realize that knowledge, past experience, feelings, attitudes, and emotions affect the receiver (no less than the sender), and we make allowances for them all by establishing **regular** feedback opportunities, such as in Johnson's loops, then we can be better assured that a given message will be understood (if not always agreed to). At the October meeting in Minneapolis, the Board of Trustees established the Johnson feedback loop as the desired communication system concept for the ITAA.

Essentially, there are four options open for member response to any given communication: (1) letters; (2) telephone calls; (3) voting and (4) publishing.

(1) The letters detailing feedback may be sent to: the Editor of the **Script,** the Editor of the **Journal,** to officers and members of the Board of Trustees (or Executive Committee); to the headquarters staff (including the Executive Director); and to chairpersons and members of several committees; and to other members.

(2) Phone calls may be directed to the same people.

(3) ITAA advanced members may respond to particular issues by calling for a referendum (1/10 of the voting membership may call for a special meeting of the Association) or by voting at a regular meeting or by postal ballot.

(4) A fourth option is one which is less commonly used: that of independent publication of articles and/or books in which a position is espoused or decried.

As a representative democracy, ITAA is interested in feedback, especially when it comes to the proper source so that appropriate corrections may be considered. In order to prevent feedback which does not come to us, but rather goes to the world in general where it cannot be dealt with, it behooves the ITAA to solicit more direct feedback from the membership. To date this has been done to some degree. One of the regular features of the old **TAB** and, in recent years, of the **Script,** has been a request to send ideas and suggestions to the Association on any of several issues. Member participation on committees has been made available by asking members to nominate themselves for available positions. Calls for papers for presentation at conferences have been extended on a regular basis, offering opportunity for feedback.

In regards to feedback and the ITAA, the Trustees have now declared themselves in favor of a climate in which feedback is not only permitted, or even encouraged, but solicited, listened to, and responded to by responsible people in positions which have authority to act on behalf of the Association. Communication to assigned leaders is almost always a weak link in an organization. But it is far from impossible. ITAA members are assured that they will have willing ears for their feedback. Your feedback is actively requested.

KEEPING IN TOUCH

Cross cultural study of early adolescence (13-15) – persons interested in contributing knowledge or information for a study in this area can contact Elaine Childs-Gowell, Ph.D., at 1211 E. Boston St., Seattle, WA. She would like to know about residential treatment, use of TA, special problems peculiar to cultures outside the Western context.

Fanita English did two TA 101's in Puerto Rico, sponsored by the University of Puerto Rico. Participants were the faculty of the School of Social Service and counselors from the entire University. She will be returning there in 1977 to do advanced workshops.

Richard Abell gave two talks at the New School for Social Research in New York City and was also interviewed on radio WMCA from midnight until 4 a.m. during which time the station logged over 1500 calls. As he said, "Apparently there are plenty of people awake and interested in TA, even in the early morning hours."

Muriel James was recently interviewed on the "A.M. America Show" out of Montreal about her book **The OK Boss.** On the "A.M. America Show" out of San Francisco **Dorothy Jongeward** was interviewed about her book **Women as Winners** (written in conjunction with Dru Scott).

Chip McGahey and Maudine Blair once again wished the office staff happy holidays with a beautiful bouquet of flowers – many thanks!

Harry D. Corsover has completed his research at the Asklepieion Therapeutic Community, Marion, Illinois. Copies of his doctoral dissertation, **Life Scripts of Residents of a Correctional Therapeutic Community,** are available from Dr. Corsover for the duplicating and mailing costs (approximately $6.50). Harry is also available as a consultant to anyone planning research in the area of life scripts. You may contact him at 604 N. Randolph, Champaign, IL 61820, phone (217) 356-5609. Harry is a member of the ITAA Research Committee.

The Asklepieion Northwest Community expressed appreciation for the enjoyable experience at the Minnesota State Prison when a number of distinguished guests visited following the Fourth Annual Midwest TA Conference held in Minneapolis, October 21-24. Advanced Script work was taught by Richard Erskine, Bob Mehler and Rebecca Trautman. John O. Stevens donated an entire day, demonstrating his Gestalt Therapy techniques and Jessie Roberts taught on criminal character disorders. Other guests included Nancy Porter, Martin Groder, Ted Harrison, Kenneth Bowles, Stu and Toby Saken, Jean and Linda Maxwell, Jacqui Schiff, Shea Schiff, Steve Johnson and Harry Corsover.

STUDY GROUPS AND SEMINARS

Plymouth, Wisconsin – Kettle Morain Seminar: sponsored by Bill Falzett, CTM, meets second Saturday of month at 6:45 p.m. No Fee. Meetings held at Kettle Moraine Correctional Institution. Contact John Faville, P.O. Box 31, Plymouth, WI 53073. Phone: (414) 893-8074 (evenings).

Flemington, New Jersey – Tri-Valley TA Seminar: sponsored by Cory de Torres, CPTM, meets fourth Wednesday of each month, September-June, 7:30-9:30 p.m. Fees – informally collected to cover mailing costs. Contact Cory de Torres, Box 166, R.D. 1, Ringoes, New Jersey, 08551. Phone (201) 782-4593 or (215) 732-8550.



Drew McCalley – New Assistant Manager of Trans Pubs.

On November 1, 1976, Drew McCalley assumed the position of Assistant Manager of Trans Pubs. In this position his primary responsibility is the operation of Trans Pubs' computerized billing system. He also handles customer problems and assists manager Hank Maiden in the day-to-day business of the book operation.

A native of Portland, Oregon, Drew attended the University of Oregon, graduating in 1969 with degrees in Sociology and Asian Studies. He went on to Cornell University, where he did two years of graduate work in Anthropology with an area emphsis on China. He left academics in the summer of 1971, and, faced with an impossible job market in his field of study, fell back on his aptitude for figures. He landed a job as bookkeeper for Kepler's Book Store in Menlo Park, California, a job which he held for five years. He left Kepler's in July of 1976 and took a four month backpacking-and-reading vacation before coming onto the ITAA staff.

Drew lives in Los Altos Hills, south of San Francisco, where he and six other people share an old and somewhat decayed sixteen-acre estate which has somehow escaped the developers' bulldozers (so far). He is an avid backpacker and photographer and particularly enjoys identifying and photographing the various wildflowers he encounters during his wanderings. His long-range dream is to make a career out of his photography.

But right now, his more immediate concern is seeing that Trans Pubs' accounts are accurate and its customers are satisfied.

TA Press

Editor: Paul McCormick

Script readers may now reserve a first edition copy of the new book by Eric Berne, **Intuition and Ego States: The Origins of TA,** at the prepublication price of only $2.95. See the ad in this issue's Post Script for details on ordering directly from Trans Pubs.

Previously unpublished as a collection, these early articles by Eric describe in fascinating detail his insights and discoveries that led to the evolution of TA. They are otherwise available only in libraries, usually on microfilm. TA Press is publishing the collection as an attractively designed, high quality paperback.

Committee Reports

ITAA COMMITTEES

Standing Committees: By-laws, Executive, Ethics, Finance, Grievance, Long Range Policy and Planning, Nominating, Program, Public and Professional Information, Publications, Research, Scholarship Loan Fund, Social Action, Training Standards.

Ad Hoc Committees: Cultural Scripting of Men and Women, Educational Applications, ETS Written Exam, International Relations, Licensure, Prisons, Regular Member Interest, Screening, Social Action Task Force, Task Force on Structural Reorganization.

Ethics Committee

Chairperson: Robert Morriss

Procedures for Handling Ethics Charges Within ITAA

It is recommended that any individual concerned with a possible violation of ethical standards by a member of ITAA approach the individual involved and attempt to work out the problem with them on a local level. If they fail to reach a resolution and wish to file a charge of unethical behavior or conduct unbecoming a professional or a member of ITAA, it is required that the individual inform the person complained against of his/her intention to file a charge of unethical behavior with the Ethics Committee of the ITAA.

In order to file a complaint with the Ethics Committee, a person must make such a complaint in writing and supply the committee with substantiating evidence. Any such complaint and all such accompanying information shall be kept confidential by the complainant. The Ethics Committee will decide if, in their opinion, action is warranted. If so, the Ethics Committee will notify the subject of the complaint made against him/her including the specifics of the complaint. In cases where possible, the committee will suggest a preferred response which would conclude the case. This course of action may be accepted or rejected by the subject member. Where the recommendation of the committee is accepted, the action of the committee will be placed in a sealed file and kept with the Ethics Committee in case of future complaints against the same individual.

If the committee's recommendation is rejected, the committee will set a date for a hearing before the committee which both the complainant and the subject member will be requested to attend. At this hearing the subject member will be accompanied by counsel. The committee will hear both parties, review evidence, and make a recommendation to the subject member as to the course of action which would be acceptable to the committee. If this recommendation is accepted, records of this action will be placed in a sealed file which will be kept with the Ethics Committee in case of future complaints against this individual.

In the event that the recommendation is not accepted, the committee will consider the response and if unable to resolve the differences will refer the case to the Executive Committee of ITAA for a hearing and review. Those present at this hearing will be the Executive Committee, the chairperson of the Ethics Committee and /or representatives of the majority and minority opinion within the Ethics Committee, and the subject member (who may be accompanied by counsel if he/she chooses). Legal counsel for ITAA may also be present at the discretion of the Executive Committee. The ruling of the Executive Committee will be final and binding.

All of the proceedings, findings and actions of the Ethics Committee will be confidential, provided however that the complainant be notified in general terms of the decision and that appropriate action has been taken and provided further that the complainant be notified of the confidentiality of that information. Cases will be reviewed only by the Executive Committee unless suspension or expulsion is being considered in which case the Board of Trustees will be notified. If suspension or expulsion is decided on by the Ethics Committee and/or the Executive Committee, this action must be approved by the Board of Trustees. The exception to the rule of confidentiality is any case in which a member is either suspended or expelled from ITAA. In such cases, the membership may be informed of this action only with the approval of the Board of Trustees.

In the instance where a complaint is filed by a non-member of ITAA, the Ethics Committee shall be responsible for pursuing the matter from the basis of the evidence supplied.

When an individual charged with an ethics violation is under contract for advanced membership of any form, notice that an ethics charge has been filed against him/her shall be sent to that individual's sponsors when it is received, and said sponsors shall be encouraged to pursue the matter.

The findings of the Ethics Committee with regard to a case shall become a part of that person's file to which his/her sponsor and the Training Standards Committee will have access.

Ethics Notice:

"Once a member of ITAA decides to charge another member with unethical behavior, professional ethics require that he/she not discuss this publicly. Charges of unethical behavior, like all other Ethics Committee proceedings, are confidential."

Grievance Committee

Chairperson: Alan Jacobs

The following proposals were passed by the ITAA Board of Trustees and have now become official ITAA policy:

1) That people holding degrees in fields unrelated to practice are required to designate the nature of their degree in all advertising. For example, a person might advertise a workshop in this way:

Transactional Analysis Workshop with Fred Friendly, Ph.D.

Training in theory and practice of Transactional Analysis

If the person's Ph.D. is in animal husbandry, the committee suggests the following form for advertising:

Transactional Analysis Workshop with Fred Friendly, Ph.D.*

Training in theory and practice of Transactional Analysis

(At the bottom of the page: *Degree in animal husbandry)

2) That all advertising by CM and SFM trainees be read by the sponsoring TM or PTM. The committee also suggests that trainers tell workshop participants that they are not to state they have had extensive training, or any kind of training, from a TM or PTM **without that person's knowledge and written consent.** This second part is not formal ITAA policy, but the committee suggests that all people involved in teaching and training protect themselves in this way.

see page 15

Training & Examinations

CONGRATULATIONS to the following people who have successfully completed their exams:

CLINICAL MEMBERS — Passed November 12, 1976

Geraldo de Paula Barros, M.D., Sao Paulo, Brazil
Elidio Hernandes, M.D., Sao Paulo, Brazil
Alberto Lyra, M.D., Sao Paulo, Brazil
Livio Tulio Pincherle, M.D., Sao Paulo, Brazil
Manoel de Maria Texeira, M.D., Sao Paulo, Brazil
Egidio Vecchio, Ph.D., Porto Alegre, Brazil

SPECIAL FIELDS MEMBERS—Passed November 12, 1976

Jose Luis Vicente Banet, B.A., Sao Paulo, Brazil
Michel Caracushansky, B.A. Sao Paulo, Brazil
Marco Antonio Garcia Oliveira, B.A., Sao Paulo, Brazil
Erik Guttman, B.M.E., Sao Paulo, Brazil
Ruben Meyer, Sao Paulo, Brazil

CLINICAL MEMBERS WITH TEACHING MEMBER CONTRACTS APPROVED:

Valerie Batts, M.S., Nashville, Tennessee
Edith Bogusky, M.A., St. Charles, Missouri
Gale Burford, M.S.W., Montreal, Quebec, Canada
Martha de Vecchio, Ph.D., Porto Alegre, Brazil
Michiko Fukazawa, M.S.W., Tokyo, Japan
Pat Hamm, M.D., Huntsville, Alabama
Berit Roberts-Jones, Ph.D., Bjarred, Sweden
Barbara Anne Mueller, B.A., Seattle, Washington
David Otto, M.Div., Purdy Station, New York

SPECIAL FIELDS MEMBERS WITH TEACHING MEMBER CONTRACTS APPROVED:

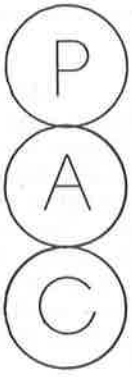
Charles Rauch, San Jose, California

CPTM's Who Have Returned to CM Status:

Susan Belden, M.A., New London, Wisconsin
Frederick Persiko, M.Div., Maumee, Ohio
Betty Woods-Butler, M.S.W., Clayton, Missouri
Robert Miller, M.A., Sacramento, California
Anna Kane Laird, M.D., Madison, Wisconsin

NEW LOOK FOR ITAA SUMMER CONFERENCE

The nature, and therefore the planning of ITAA's Annual Summer Conference has gradually been changing. As it grows larger in size and scope, the need has developed for a bolder, more creative approach to designing and organizing the conference. In addition, the Trustees have expressed interest in increasing revenue from the Exposition section (Exhibits and advertising) at the conference to offset higher expenses and to help balance the Association's budget. Therefore, Ray Bloch Productions, Inc., a professional conference management firm from New York, has been enlisted to work with the membership and staff of ITAA to make a new approach possible. They are studying the organization and TA theory in order to suggest ways we can build a better conference that still has the flavor and character of the ITAA. This firm will be involved in many aspects of conference planning, including advertising, graphics, budgeting, travel arrangements, hotel negotiations and entertainment. The expertise made available to ITAA through a professional conference planning firm should help us make our conference more interesting, innovative and exciting. Frank Dickson, President of Ray Bloch Productions, met with the Board of Trustees in Minneapolis. On the basis of his presentation, Emily Ruppert drew the following ego state analysis of the firm:



They are sensitive to the needs of the ITAA membership; Frank has done his homework to learn about TA

Problem solving skills of the firm seem to be excellent

Much Little Professor available; Frank seemed to feel working with ITAA would be fun and challenging

Committee Reports (continued)

3) In advertising mentioning or implying TA work, trainees are to give full and clear explication of their status as trainees and a clear description of the services offered. Very often in the past people have complied with the letter of this rule and have tried in various ways to get around it. Full and clear explication means just that, and that all communications are expected to be straight and free of any come-ons.

Note: The Committee suggests that policy set for CM and SFM trainees also apply to RM's, particularly in terms of not stating they have had training from a TM or PTM without that person's written consent. This has not yet been incorporated into official ITAA policy, but the grievance committee is working in that direction.

There will be an examiner workshop at the Southeast Conference in Chapel Hill as part of the regular conference program.

moving?

Attach present mailing label here and print in NEW information below.
(Please allow four weeks processing time).

Name

Street Address

City

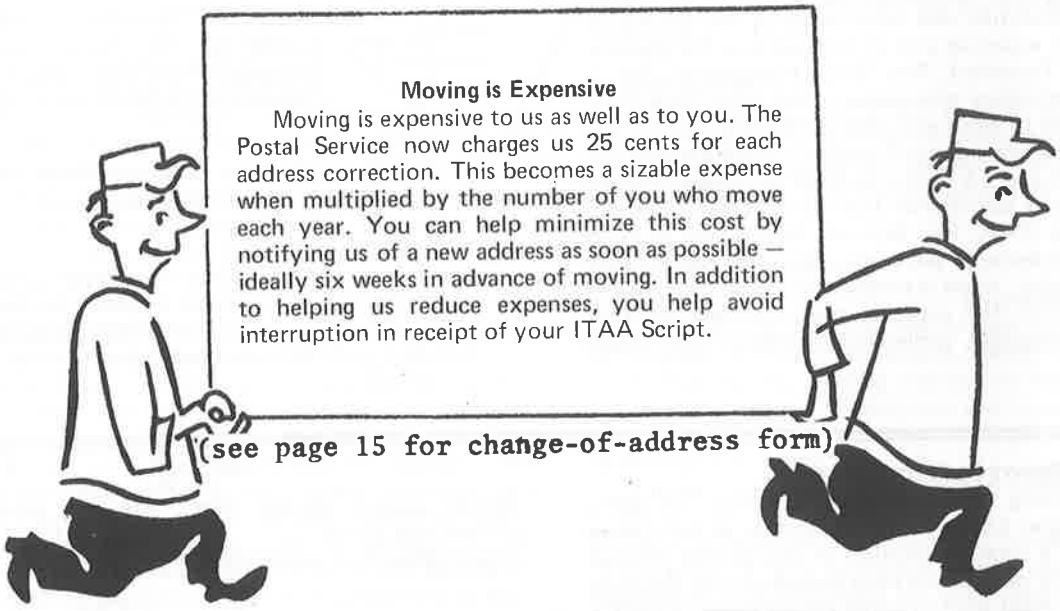
State Zip Code

Home Phone Work Phone

Please send all address and phone changes to the ITAA office, 1772 Vallejo St., San Francisco, CA 94123.

TIRED OF WAITING SO LONG FOR YOUR SCRIPT?

We are well aware that some of our readers do not receive their **Script** for up to six weeks after it is mailed. We would prefer to send everything from the office first class, but with postage for the ITAA totaling $55,000 in 1976, efforts must be made to keep costs down. Sending the **Script** second rather than first class will save the Association $18,000 a year. We regret that this means a serious delay in delivery to some members and we would like to offer the following alternative. **For a small annual postage fee ($2. U.S. and Canada, $5.50 all others), members can be put on a special first class air mailing list.** If you are interested, please contact Robin Fryer, **Script** Managing Editor, c/o ITAA office.



Moving is Expensive

Moving is expensive to us as well as to you. The Postal Service now charges us 25 cents for each address correction. This becomes a sizable expense when multiplied by the number of you who move each year. You can help minimize this cost by notifying us of a new address as soon as possible — ideally six weeks in advance of moving. In addition to helping us reduce expenses, you help avoid interruption in receipt of your ITAA Script.

(see page 15 for change-of-address form)

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