

Chan Zuckerberg Initiative DAF



January 28, 2022

Ms. Maria Simon
Dean of the School of Engineering
Universidad de la República
Julio Herrera y Reissig 565
Montevideo
Uruguay

Dear Ms. Simon:

Congratulations, Universidad de la República (Grantee) has been accepted to receive a grant of \$199,755.00 from the Chan Zuckerberg Initiative DAF, an advised fund of Silicon Valley Community Foundation.

This grant is support the work conducted by Federico Lecumberry titled "Bioimage Acquisition and Processing Core: Building skills in biomedicine (GBI)" to drive the adoption of imaging techniques combined with image analysis algorithms by the local community, as well as to expand the number of imaging experts in the field (PI: Federico Lecumberry, (Expanding Global Access to Bioimaging RFA). This grant is intended to cover work performed toward this goal from December 1, 2021 through November 30, 2024. Please sign, date and return the attached grant agreement to SVCF via DocuSign as soon as possible. Once we receive the signed agreement, we will arrange for payment of the grant according to the schedule outlined in the grant agreement.

Silicon Valley Community Foundation requires reports on the use of the funds and progress towards the goals of the grant, as outlined in the grant agreement. Guidelines for these reports are enclosed.

On behalf of the Chan Zuckerberg Initiative DAF and Silicon Valley Community Foundation, we are pleased to support Universidad de la República and we look forward to hearing about the impact of this work.

Please contact the person at the address listed on the grant agreement with questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Nicole Taylor".

Nicole Taylor
President and Chief Executive Officer

Grant #: 2021-239957 (5022)

Exp.: 061100-000021-22

**Silicon Valley Community Foundation
Grant Agreement**

Grant Number: 2021-239957 **Amount:** \$199,755.00 **Date:** January 28, 2022

Grantee Name: Universidad de la República

Grantee Contact: Ms. Maria Simon
Dean of the School of Engineering
Universidad de la República
Julio Herrera y Reissig 565
Montevideo
Uruguay

Email: msimon@fing.edu.uy

Foundation Staff: Silicon Valley Community Foundation
2440 West El Camino Real, Suite 300
Mountain View, CA 94040-1498
Phone: 650.450.5400
Email: svcfteam@siliconvalleycf.org

Grant Purpose: support the work conducted by Federico Lecumberry titled "Bioimage Acquisition and Processing Core: Building skills in biomedicine (GBI)" to drive the adoption of imaging techniques combined with image analysis algorithms by the local community, as well as to expand the number of imaging experts in the field (PI: Federico Lecumberry, Expanding Global Access to Bioimaging RFA)

Grant Period: December 1, 2021 to November 30, 2024

Project Goals:
The Bioimaging field has grown significantly worldwide. Algorithms and Mathematical methods represent core parts of Image Sciences. Quantifying the characteristics of bioimages is now a critical need as imaging experiments continue to grow in scale, size, and complexity. However, many bioimaging scientists are missing out due to the lack of knowledge on how to access effective algorithms or use software that covers their requirements. This is especially evident in a small scientific community like the one existing in Uruguay. The country has a strong need to build new capabilities that reduce the gap of knowledge in the field.

Six years ago the Imaging Core IMAGINA started to focus on research, training, and community development in Biomedical images acquisition and analysis. The overall goal of this proposal is to drive the adoption of bioimaging techniques combined with image analysis algorithms by the local community, expanding IMAGINA's expertise in the field.

To achieve this goal, three specific aims are proposed:

- (1) Expand the comprehension and use of computational bioimage processing and analysis software in the community
- (2) Consolidate the role of IMAGINA in training researchers that share acquisition and imaging processing expertises, and
- (3) Build original bioimaging knowledge.

Two students will be hired as fellows that will be involved in the activities of this proposal: research, training, courses, workshops, and laboratory and microscopy internships. Ultimately, these actions will increase access to imaging expertise and instrumentation for biomedical researchers.

Deliverables:

The progress will be checked by the following milestones and timeline:

Semester 1:

- * M1: Postdoctoral and graduate student hiring and training.

Semesters 2, 4, and 6:

- * M2: Offer the new course on Fundamentals on Biomedical Image Processing.

Semesters 3 and 5:

- * M3: Offer the new course in Advanced Topics on Biomedical Image Processing.

Semesters 2 to 6:

- * M4: Offer the Microscopy Training Program at the Epifluorescence and Confocal Microscopy Unit.

Semester 4:

- * M5: Organize an Advanced Bioimaging Workshop.

Semesters 2 to 6:

- * M6: Organize researcher's and students' internships at regional microscopy facilities.

Semesters 3 and 5:

- * M7: Organize Image Scientist visits to the IMAGINA Core.

Payment Schedule:

SVCF will fund this Grant to Grantee in three installments. The first disbursement of \$ 199,755.00 will be made upon receipt and approval of the signed grant agreement (the "Grant Agreement"). The amount of the Grant is inclusive of any overhead amounts that may be incurred by Grantee. Each additional disbursement will be made following receipt and approval of the applicable interim report and upon site visit and annual evaluation. Reports from the grantee will be reviewed by SVCF in consultation with CZI, who may recommend to SVCF that payments be withheld, decreased or accelerated. Determination of the remaining payment amounts will be made by SVCF, who has the discretion to withhold, decrease or accelerate payments based on review of the reports and assessment of Grantee's need for additional funding.

\$66,584.00 upon receipt of signed grant agreement

\$72,585.00 after December 1, 2022

\$60,586.00 after December 1, 2023

Reporting Requirements:

Grantee will submit reports on the following dates. *Please note that, if a grantee has failed to submit a required report, remaining grant disbursements may not be made and future grant requests will not be considered.* Please submit the following reports using the templates enclosed:

Interim Report 1 Due: November 1, 2022

Interim Report 2 Due: November 1, 2023

Final Report Due: February 1, 2025

Additional Reports:

From time to time, SVCF evaluates its grant making programs by requesting further information and follow-up from Grantee after the expiration of the Grant Period. Grantee agrees to provide such further information and follow-up as reasonably requested from time to time.

Role of Chan Zuckerberg Initiative:

The Chan Zuckerberg Initiative ("CZI") and the Grantee acknowledge that CZI has not in the past pledged, and in this Grant Agreement is not making a pledge or any contractually binding obligation, to provide funding to the Grantee. CZI shall submit grant recommendations from the Chan Zuckerberg Initiative DAF to the sponsoring organization, Silicon Valley Community Foundation ("SVCF"), and the sole authority for implementing those grant recommendations will be with SVCF. SVCF will provide all guidance regarding the administration of this grant and any administrative grant related questions should be directed to SVCF.

No Pledge:

Neither this Grant Agreement nor any other statement, oral or written, nor the making of any contribution or grant to Grantee, shall be interpreted to create any pledge or any commitment by SVCF or by any related person or entity to make any other grant or contribution to Grantee or any other entity for this or any other project. The grant contemplated by this Grant Agreement shall be a separate and independent transaction from any other transaction between SVCF and Grantee or any other entity.

Entire Grant Agreement:

This Grant Agreement supersedes any prior or contemporaneous oral or written understandings or communications between the parties and constitutes the entire agreement of the parties with respect to its subject matter. This Grant Agreement may not be amended or modified, except in a writing signed by both parties. Grantee shall not, without the prior written consent of SVCF, assign, transfer, sub-contract, or in any other way make over to any third party the benefit and/or the burden of this Grant Agreement.

Amendment:

This Grant Agreement may be altered or amended only by a subsequent agreement executed in writing by Grantee and SVCF in consultation with CZI.

Use of Funds:

By signing below, Grantee acknowledges that this Grant Agreement is a contract with SVCF for the purposes stated in this Grant Agreement. Please inform SVCF if there are changes in agency personnel who are important to the administration of the Grant, or if the Grant funds cannot be expended for the

purpose or in the grant period described above. In the case that any such personnel move to another institution, such that the purpose of the Grant cannot be completed by Grantee, the Grantee acknowledges that SVCF may withhold or decrease any then undisbursed Grant funds. Grantee may not use the funds in any way other than as described above unless Grantee receives written permission from SVCF. Grantee shall repay to SVCF any portion of the amount granted that is not used for the purpose of this Grant. If funds remain at the end of the Grant period, Grantee must contact Silicon Valley Community Foundation at svcfteam@siliconvalleycf.org prior to returning any funds not used for the purposes specified in this grant agreement. If needed, Grantee should submit a request for a no-cost extension before the end of the grant period, no later than October 30, 2024. The request should contain the reason for the extension, its length and detail how any unexpended funds would be used.

Hold Harmless:

Grantee hereby irrevocably and unconditionally agree, to the fullest extent permitted by law, to defend, indemnify and hold harmless SVCF, its officers, directors, trustees, employees, and agents from and against any and all claims, liabilities, losses and expenses (including reasonable attorney's fees) directly, indirectly, wholly or partially arising from or in connection with the Grant, the application of funds furnished pursuant to the Grant, the program or project funded or financed by the Grant or in any way relating to the subject of this Grant Agreement. This paragraph shall survive the termination of this Grant Agreement.

Limitation of Liability:

SVCF accepts no liability for any consequences, whether direct or indirect, that may come about from the Grantee's use of the Grant or the project that is funded by the Grant, or from any withholding or reduction in the Grant. SVCF's entire liability is limited to the payment of the Grant.

No Agency:

Grantee is solely responsible for all activities supported by the grant funds, the content of any product created with the grant funds and the manner in which such products may be disseminated. This Grant Agreement shall not create any agency relationship, partnership or joint venture between the parties, and Grantee shall make no such representation to anyone.

Prohibited Uses:

Grantee shall not use or permit any subgrantee or independent contractor to use any portion of the funds granted in a manner inconsistent with the terms of this agreement or Internal Revenue Code ("IRC") Section 501(c)(3), including:

- a. Influencing the outcome of any specific candidate election for public office, including, without limitation, travel expenses, direct costs, or compensation-related expenses incurred in connection with raising funds for any candidate campaign; or
- b. Inducing or encouraging violations of law or public policy, or causing any private inurement or improper private benefit to occur, or taking any other action inconsistent with IRC Section 501(c)(3).

Further Acknowledgments of Grantee:

Grantee acknowledges that it understands its obligations imposed by this Grant Agreement, including but not limited to those obligations imposed by reference to the IRC. Grantee agrees that if Grantee

has any doubts about its obligations under this Grant Agreement, including those incorporated by reference to the IRC, Grantee will promptly contact SVCF or knowledgeable legal counsel.

Governing Law:

This Grant Agreement shall be governed by the laws of the State of California applicable to contracts to be performed entirely within the State.

Funding overlap:

Grantee is required to notify SVCF promptly if additional funding is received or made available to support the funded project after the date of this agreement.

Indirect Cost Rate:

Indirect costs are limited to 15% of direct costs. Indirect costs may not be assessed on capital equipment or subcontracts, but subcontractors may include up to 15% indirect costs of their direct costs.

Recordkeeping:

Grantee shall keep adequate records to substantiate the charitable purposes of its expenditures from the grant funds. Grantee shall make its books and records pertaining to the grant funds available to SVCF at reasonable times for review and audit, and shall comply with all reasonable requests of SVCF for information and interviews regarding use of Grant funds. Grantee shall keep copies of all books and records related to this Grant and all reports to SVCF for at least four (4) years after Grantee has expended the last of the Grant funds.

Research Integrity:

SVCF and CZI are committed to supporting research that is reproducible and valid and scientists who are truthful. SVCF does not tolerate fabrication, falsification or plagiarism. In any case where there is reason to believe that a Principal Investigator or collaborator, chosen by the Grantee to complete a funded project, has committed research misconduct, we expect the Grantee to bear primary responsibility for conducting an initial inquiry and if required, a full investigation. SVCF recognizes the need and duty to protect the identities of anyone who has been accused of misconduct pending investigation. However, we require that the Grantee institution notify us of the start and conclusion of all such investigations that involve our grants. For any case for which the Grantee's investigation determines that misconduct has indeed occurred, we require that the case be described in public (online), including the name(s) of any researchers held responsible or that CZI may publicly disclose such findings, including the name(s) of any researchers held responsible, without restriction. In addition, Grantee will make every reasonable effort to inform other parties affected directly or indirectly by the misconduct, including but not limited to journal editors, research collaborators and other funding agencies. CZI regards the National Institutes of Health Office of Research Integrity to have well defined procedures for inquiries, investigation and publication is described at <https://ori.hhs.gov>. The Grantee is able to follow their own standards for such inquiries, provided that the procedures include a public disclosure requirement.

Ethical Conduct:

SVCF and CZI advocate the highest standards for the ethical conduct of research. In addition to requirements of their own countries, Principal Investigators chosen by the Grantee to complete a funded project shall adopt procedures for the use of animals in research, for the ethical treatment of human subjects and tissue donors and for obtaining the written informed consent of all human

subjects. CZI regards the policies of the National Institute of Health as a strong model for such procedures.

Data Access:

CZI is committed to developing and using platforms that disseminate data openly and freely. In support of these goals, any datasets either curated or generated through the project shall be made publicly available and easily accessible online under an Open Definition-Conformant License (preferably CC0 or CC BY/CC BY SA for data that requires explicit attribution). That said, CZI and SVCF understand the need for subsets of data to be protected or provided with controlled access. In these cases, where necessary, data must be handled in a controlled and proper way in agreement with national and international standards, including all privacy regulations (including without limitation Health Insurance Portability and Accountability Act of 1996 and the Health Information Technology for Economic Clinical Health Act, as far as applicable). For projects related to the Human Cell Atlas, any raw data (e.g. sequencing, imaging, etc.) and metadata including both new measurements and newly curated existing datasets must be deposited into the Human Cell Atlas Data Coordination Platform (<https://www.humancellatlas.org/data-sharing>), through mechanisms and formats provided and specified by the platform developers and working groups. All software, formats and information related to the platform can be obtained through <https://github.com/HumanCellAtlas/>, and CZI staff will contact grantees with further information and instructions.

Intellectual Property:

SVCF and CZI promote policies that enable technologies to have the broadest reach and impact. In support of that goal, intellectual property shall be made freely available for all academic and noncommercial use. Specifically, funded work may result in the creation of software and other works of authorship ("Developed Software") and may also result in other intellectual property, both non-software inventions and patentable inventions, as described further below:

Developed Software:

To encourage sharing and reuse, code produced for new software and tools must be made available through open source licenses wherever possible. Specifically, we assume code used and developed for this project will include some combination of newly developed code ("Developed Code"), preexisting software or code that was previously developed by Grantee ("Pre-Existing Code"), and code licensed from a third party ("Third Party Code"). All Developed Code must be released under a permissive open-source license (MIT, BSD 2-Clause, BSD 3-Clause, or Apache v2.0). All Pre-Existing Code, including any derivatives, shall be licensed under the most permissive license possible given any existing licensing terms and conditions applied to the code. Grantees will ensure that they only use or incorporate Third Party Code into the funded project that allows for further distribution (e.g. is provided under such a permissive open-source licensing program), and Grantees will comply with the terms of the licensing program. To promote open collaboration, grantee shall ensure that all code is developed in the open using a code sharing site like GitHub from the start of the project, in order to coordinate among grantees, engage the community and facilitate outside contributions. We encourage Grantees to work collaboratively with CZI and the rest of the community to ensure that the full results of the project are made as widely available as possible.

Non-Software Inventions (data):

All raw data (sequencing, imaging, etc.) and metadata must be deposited into a publicly accessible repository through mechanisms and formats specified by the data platform developers. CZI staff can answer questions about such data repositories and platforms.

Patentable Inventions:

In some cases, commercialization of intellectual property rights in the form of patents provides the best route for the broadest availability and dissemination of technology arising from the Grant. Grantee's policies and procedures for intellectual property management should be followed by Grantee, and in all cases, non-exclusive patent licensing shall be given preference over exclusive licensing. All patentable and non-patentable intellectual property must be made freely and openly available for all academic use and openly available for non-commercial use, including non-commercial use by for-profit companies. Per the foregoing requirements that all intellectual property arising from this grant be openly available for non-commercial use, CZI, by way of this Grant Agreement, shall be granted a non-commercial, royalty-free, perpetual and sublicensable license to all intellectual property arising from the Grant.

Reagent Sharing:

Grantees must make all data and replicable materials available, in a timely manner, from the date of publication. We encourage the use of existing community repository where possible (e.g. Jackson Labs, the Drosophila Stock Center at Bloomington, the Developmental Studies Hybridoma Bank, Addgene). The requirement for sharing applies to clones, and to transgenic organisms and cell lines (including monoclonal antibodies).

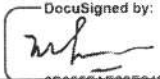
Publication:

SVCF and CZI support full publication and public availability of research findings without conditions or restrictions on academic and publication freedom. Grantee will submit all manuscripts for any publications that were funded in whole or in part by the Grant as preprints to bioRxiv, or a similar service for sharing preprints, before or upon first submission to a journal. Grantee will make experimental protocols publicly available through a protocol sharing service such as <https://protocols.io>. Grantees may contact SVCF staff if there is some reason that will make this impossible or counterproductive. Grantees will notify us regarding all publications submitted or published as part of the annual report. We advocate and support open access, such as outlined in the 2012 San Francisco Declaration of Research Assessment (<http://www.ascb.org/dora/>). Costs associated with open access publication may be charged to this grant as direct costs. Acknowledgements of support will be included in publications referencing research sponsored under the Grant. We suggest you use the following wording: "This project has been made possible in part by grant number 2021-239957 from the Chan Zuckerberg Initiative DAF, an advised fund of Silicon Valley Community Foundation."

Recognition and Media:

Prior to any media or press announcements about the Grant or the project to be funded by the Grant, the Grantee will obtain written approval. Notwithstanding the foregoing, the Grantee may acknowledge CZI and SVCF in its annual donor report as well where required in the general operations and records of the Grantee. When referencing this support in any media or press announcement, we suggest you use the following wording: "This project has been made possible in part by a grant from the Chan Zuckerberg Initiative DAF, an advised fund of Silicon Valley Community Foundation."

Accepted on behalf of Universidad de la República by:

DocuSigned by:

6B355FAE33E9497...
Signature
**(Must be signed by authorized signer
or representative)**

Maria Simon

Printed or Typed Name

Title Dean of the School of Engineering, Universidad de la República

Date 1/28/2023

Silicon Valley Community Foundation Progress (Annual) Report Guidelines

Silicon Valley Community Foundation (SVCF) requires that Universidad de la República (Grantee) submit annual reports of its activities during the grant period. The following questions are intended to help the Grantee detail progress toward milestones and deliverables and to describe how the grant funds were used toward the goals of the project during the year. Please be candid, reflective, and succinct. SVCF is equally interested in hearing about successes and challenges.

Please return reports through SVCF's and CZI's online grantee portal. The link will be sent to you before your report is due or you may access it online at:

<https://chanzuckerberg.force.com/CZISVCFCommunity>

Once you have logged in, submit your report by navigating to the Reporting Requirement tab in the navigation bar on the top of the page. Due dates are listed on each row. When you are ready to upload and submit your materials, click on the appropriate row and attach and submit your report to your record. You will receive confirmation upon successful submission. For additional guidance, please refer to the instructions that were sent to you in your report reminder email. If you cannot remember your account log-in, or if you, as an individual, have not created a log-in previously (although you know your organization has used the portal previously), please contact grants@chanzuckerberg.com.

Grantee's interim reports are due on November 1, 2022 and November 1, 2023. Please follow the guidelines below in preparing the progress report. A report will be considered complete when it contains the following:

Silicon Valley Community Foundation - CZI Global Bioimaging

| | |
|--|--------------------------------|
| Grant Overview | |
| Project Title: | |
| Grant Number: | Project Period: |
| Grant Amount: | |
| Date Submitted: | |
| Principal Investigator Information: Name: ORCID: | Recipient Organization: |
| Co-Principal Investigator Information: (Repeat as needed) Name ORCID: | |

Institution:

Financial Overview

Describe the use of funds for the period compared to the original budget: Please fill out the table below or submit a separate financial report with similar categories through your budget office for this reporting year.

| Category | Original estimate | Actual |
|---|-------------------|--------|
| Personnel - salary | | |
| Personnel - fringe | | |
| Organization of trainings | | |
| Organization of the Exchange of Experience Conference | | |
| Job Shadowing Program | | |
| Outreach Activities | | |
| Other | | |
| Total | | |

Budget narrative: Briefly explain any changes to the original budget, any challenges impacting spending; unspent budget; and plans for use of remaining funds.

Progress Overview

Describe the key outcomes (bulleted format, with a description of results for each outcome achieved during the grant, including the status of the outcome [completed, in progress, delayed]):

Describe any challenges faced during the grant term and how you've addressed them. (e.g., technical challenges, administrative challenges, challenges associated with COVID-19, etc.)

What are your project goals for next year? Are you making any changes to your project plans as a result of challenges encountered over the past year?

CZI provides grantees with **community building opportunities** outside of grant funding (e.g., conferences/meetings, webinars, etc.). **If you've participated in any of these opportunities, in what ways, if any, have they been impactful to you, your research, and/or your lab?**

For the educational activities over the reporting period please provide the demographic data of the attendants.

CZI provides grantees with **access to resources and tools** (e.g., napari, Meta). **If you've utilized any of these resources, in what ways, if any, have they been impactful to you and your organization?**

If there are additional details that you would like to provide on the work done during the reporting period, please use this field to describe.

Deliverables Overview

List publications, preprints, and works in progress that are relevant to this funding (list title, authors and provide link). Please add additional tables if needed.

| | |
|---|--|
| Title | |
| Authors | |
| Link | |
| Open Source? | |
| Status (Published, In-Press, Pre-Print, In-Progress) | |
| Attach Copy of Publication for | |

| Non-Open-Source | | | | | | | | | | | | | | |
|---|--------------------|--|-------------|--------------------|--|--|--|--|--|--|--|--|--|--|
| <p>Have you collaborated with, benefited from, or used resources produced by other CZI funded projects? If so, please complete the table below:</p> <table border="1"> <thead> <tr> <th>Name</th> <th>Institution</th> <th>Description of resource exchange or collaboration</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table> | | | Name | Institution | Description of resource exchange or collaboration | | | | | | | | | |
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ACKNOWLEDGEMENTS

Consistent with the requirements of our funding, you agree that the following have been met:

- ☐ All animal and/or human protocols are up to date and have received appropriate institutional approval prior to initiating any studies (if applicable). Note: All animal research must follow your institution's policies on ethical treatment of animals and human data must be fully consented for research and public access without restriction.
- ☐ All publications, data, protocols, code and other outputs have been posted to publicly available, open access repositories before or at the time of submission to a journal, in accordance with the grant agreement.

Silicon Valley Community Foundation Final Report Guidelines

Silicon Valley Community Foundation (SVCF) requires that Universidad de la República (Grantee) submit a final report of its activities during the grant period. The following questions are intended to help the Grantee detail progress toward milestones and deliverables and to describe how the grant funds were used toward the goals of the project during the year. Please be candid, reflective, and succinct. SVCF is equally interested in hearing about successes and challenges.

Please return reports through SVCF's and CZI's online grantee portal. The link will be sent to you before your report is due or you may access it online at:

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Grantee's final report is due on February 1, 2025. Please follow the guidelines below in preparing the progress report. A report will be considered complete when it contains the following:

Silicon Valley Community Foundation - CZI Global Bioimaging

| | |
|--|--------------------------------|
| Grant Overview | |
| Project Title: | |
| Grant Number: | Project Period: |
| Grant Amount: | |
| Date Submitted: | |
| Principal Investigator Information: Name: ORCID: | Recipient Organization: |
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Financial Overview

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If there are additional details that you would like to provide on the work done during the reporting period, please use this field to describe.

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List publications, preprints, and works in progress that are relevant to this funding (list title, authors and provide link). Please add additional tables if needed.

| | |
|---|--|
| Title | |
| Authors | |
| Link | |
| Open Source? | |
| Status (Published, In-Press, Pre-Print, In-Progress) | |
| Attach Copy of Publication for Non-Open-Source | |

Have you collaborated with, benefited from, or used resources produced by other CZI funded projects? If so, please complete the table below:

| | | |
|-------------|--------------------|--|
| Name | Institution | Description of resource exchange or collaboration |
| | | |

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ACKNOWLEDGEMENTS

Consistent with the requirements of our funding, you agree that the following have been met:

- ☐ All animal and/or human protocols are up to date and have received appropriate institutional approval prior to initiating any studies (if applicable). Note: All animal research must follow your institution’s policies on ethical treatment of animals and human data must be fully consented for research and public access without restriction.
- ☐ All publications, data, protocols, code and other outputs have been posted to publicly available, open access repositories before or at the time of submission to a journal, in accordance with the grant agreement.