OSHA Heat Stress Compliance Guide

Employer Requirements and Best Practices

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October 2025 | 20-minute read

Executive Summary

On **August 30, 2024**, OSHA published its first-ever **National Heat Injury and Illness Prevention Rule**, marking a watershed moment for workplace safety. This comprehensive guide provides employers with actionable information on federal and state heat stress requirements, compliance strategies, and cost-effective solutions to protect workers while meeting regulatory obligations.

Key Takeaways:

- **36 million U.S. workers** will be covered by the federal OSHA heat rule
- **Trigger temperatures**: 80°F (initial plan), 90°F (enhanced protections)
- **Compliance costs**: Estimated $1.5-2 billion annually across all employers
- **Penalties**: Up to $25,000 per serious violation (state OSHA)
- **ROI of prevention**: $4-6 saved for every $1 invested in heat illness prevention

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Federal OSHA Heat Stress Rule

Overview of the Proposed Rule

Publication Date: August 30, 2024 (Federal Register)
Status: Proposed rule, public comment period closed December 2024
Expected Finalization: 2025-2026
Compliance Deadline: 12-24 months after finalization

Scope:

- **Outdoor work environments**: Construction, agriculture, landscaping, utilities
- **Indoor work environments**: Manufacturing, warehousing, food processing
- **Covered workers**: Estimated **36 million U.S. workers**

Key Provisions

1. Trigger Temperatures

Initial Heat Trigger (80°F Heat Index):

- Employer must implement **Heat Injury and Illness Prevention Plan (HIIPP)**
- Provide **drinking water** (1 quart per hour per worker)
- Designate **heat safety coordinator**
- Monitor weather conditions

High Heat Trigger (90°F Heat Index):

- **Mandatory 15-minute breaks** every 2 hours in shade/cool area
- **Acclimatization protocol** for new/returning workers
- **Observation/buddy system** for heat illness symptoms
- **Emergency response procedures** in place

2. Heat Injury and Illness Prevention Plan (HIIPP)

Employers must develop and implement a written plan that includes:

- **Identification of heat hazards** in the workplace
- **Procedures for monitoring** weather conditions and heat index
- **Methods for providing** water, rest, and shade/cool areas
- **Acclimatization protocols** for new and returning workers
- **Emergency response procedures** for heat illness
- **Training requirements** for workers and supervisors
- **Designation of heat safety coordinator(s)** with authority to implement plan

3. Acclimatization Requirements

New Workers (First 14 Days):

- **Week 1**: Maximum 20% of normal shift duration in heat
- **Week 2**: Gradual increase to 100% by day 14
- **Close supervision** and monitoring for heat illness symptoms

Returning Workers (After 7+ Days Away):

- **Days 1-4**: Gradual reintroduction to heat exposure
- **Monitoring** for heat illness symptoms

4. Training Requirements

Worker Training (Annual + New Hire):

- Recognition of heat illness **signs and symptoms**
- Importance of **hydration, rest, and shade**
- **Acclimatization** procedures
- **Emergency response** procedures
- **Right to report** heat hazards without retaliation

Supervisor Training (Annual):

- All worker training topics **plus**:
- **Monitoring** workers for heat illness
- **Implementing** HIIPP procedures
- **Responding** to heat illness emergencies
- **Acclimatization** protocol implementation

5. Recordkeeping

Employers must maintain records of:

- **HIIPP** (written plan)
- **Training records** (dates, attendees, topics)
- **Heat illness incidents** (OSHA 300 log)
- **Acclimatization tracking** for new/returning workers

Implementation Timeline

Current Status (October 2025):

- ✅ Proposed rule published (August 30, 2024)
- ✅ Public comment period closed (December 2024)

- 🔄 OSHA reviewing comments and finalizing rule

Expected Timeline:

- **Q2-Q3 2025**: Final rule publication
- **Q4 2025 - Q2 2026**: Compliance deadline (12-24 months after publication)
- **2026+**: Full enforcement begins

Proactive Employer Action:

- **Now**: Begin developing HIIPP
- **Now**: Implement training programs
- **Now**: Invest in cooling solutions and infrastructure
- **Before deadline**: Full compliance with all requirements

State-Level Heat Stress Regulations

California (Cal/OSHA)

Outdoor Heat Illness Prevention (Title 8, §3395):

- **In effect since**: 2006 (updated 2024)
- **Trigger temperature**: 80°F
- **Requirements**:
    - Fresh, pure, suitably cool water (1 quart/hour/worker)
    - Shade when temperature exceeds 80°F
    - Written heat illness prevention plan
    - Training (workers and supervisors)
    - Acclimatization procedures
    - Emergency response procedures

Indoor Heat Illness Prevention (Title 8, §3396):

- **Effective date**: June 20, 2024
- **Trigger temperature**: 82°F indoors
- **Requirements**:
    - Cool-down areas (air-conditioned or mechanical ventilation)
    - Drinking water
    - Written procedures

    - Training
    - Acclimatization for new workers

Penalties:

- **Serious violation**: Up to $25,000
- **Willful/repeat violation**: Up to $134,000
- **Failure to abate**: Up to $15,000 per day

Maryland (MOSH)

Heat Stress Standards (COMAR 09.12.32):

- **Effective date**: September 30, 2024
- **Scope**: Construction and outdoor work
- **Trigger temperature**: 80°F heat index
- **Requirements**:
    - Written heat illness prevention plan
    - Water (1 quart/hour/worker)
    - Shade or cool-down areas
    - Training (workers and supervisors)
    - Acclimatization protocols
    - Emergency response procedures

Significance: First East Coast state with comprehensive heat standards

Washington

Outdoor Heat Exposure Rule (WAC 296-62):

- **In effect since**: 2008
- **Trigger temperature**: 89°F (52°F for workers in double-layer clothing)
- **Requirements**:
    - Drinking water
    - Shade or cool-down areas
    - Training
    - Acclimatization
    - Emergency response

Oregon

Heat Illness Prevention Rules:

- **In effect since**: 2022
- **Trigger temperature**: 80°F
- **Requirements**:
    - Drinking water (1 quart/hour/worker)
    - Shade or cool-down areas
    - Training
    - Acclimatization
    - Emergency response procedures

Other States

States with Heat Stress Guidance or Enforcement:

- **Texas**: Enhanced enforcement during summer months
- **Arizona**: Construction industry focus
- **Florida**: Industry-specific guidance
- **Nevada**: Mining and construction regulations
- **Minnesota**: Heat stress guidance
- **Colorado**: Outdoor worker protections

Emerging State Action:

- Multiple states considering legislation modeled on California/Maryland standards
- Expect 10-15 additional states to adopt heat stress rules by 2027

Employer Requirements and Compliance

General Duty Clause (All Employers)

Even without specific heat stress standards, **all employers** are subject to OSHA's General Duty Clause (Section 5(a)(1)):

> "Each employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees."

Implications:

- OSHA can cite employers for heat-related hazards **even without specific heat standard**

- Employers must take **reasonable steps** to protect workers from heat stress
- **Industry best practices** establish what is "reasonable"

Hazard Assessment

Step 1: Identify Heat Hazards

Employers must assess:

- **Environmental factors**: Temperature, humidity, radiant heat, air movement
- **Work factors**: Physical exertion level, duration, work/rest cycles
- **Personal factors**: Clothing, PPE, acclimatization status
- **Individual factors**: Age, fitness, medical conditions, medications

Tools:

- **Wet Bulb Globe Temperature (WBGT)** meter (gold standard)
- **Heat index** charts (NOAA, OSHA)
- **OSHA-NIOSH Heat Safety Tool** (smartphone app)

Step 2: Evaluate Risk Level

Low Risk (Heat Index <80°F):

- Basic hydration and monitoring

Moderate Risk (Heat Index 80-90°F):

- Implement HIIPP
- Provide water, rest, shade
- Monitor workers

High Risk (Heat Index 90-103°F):

- Enhanced protections
- Mandatory breaks
- Acclimatization protocols
- Close monitoring

Extreme Risk (Heat Index >103°F):

- Consider work stoppage
- Reschedule to cooler hours
- Maximum protections if work must continue

Step 3: Implement Controls

Follow **hierarchy of controls**:

1. **Elimination**: Reschedule work to cooler times
2. **Substitution**: Use less heat-generating equipment
3. **Engineering controls**: Shade, ventilation, cooling systems
4. **Administrative controls**: Work/rest schedules, acclimatization
5. **PPE**: Cooling vests, hats with cooling inserts, breathable clothing

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Heat Illness Prevention Plan (HIPP)

Required Elements

1. Scope and Purpose

- Identify covered workers and work locations
- State commitment to heat illness prevention
- Designate heat safety coordinator(s)

2. Heat Hazard Identification

- Methods for monitoring weather conditions
- Trigger temperatures for action
- High-risk tasks and locations

3. Water Provision

- Location of water sources
- Quantity (1 quart/hour/worker minimum)
- Quality (fresh, pure, suitably cool)
- Encouragement to drink frequently

4. Rest and Cool-Down Areas

- Location of shade or air-conditioned areas
- Accessibility (proximity to work areas)
- Capacity (sufficient for all workers on break)
- Encouragement to use as needed

5. Acclimatization Procedures

- Protocol for new workers (14-day gradual exposure)
- Protocol for returning workers (4-day reintroduction)

- Supervisor responsibilities
- Monitoring requirements

6. Training

- Worker training topics and frequency
- Supervisor training topics and frequency
- Documentation requirements

7. Emergency Response

- Recognition of heat illness symptoms
- First aid procedures
- Emergency contact information (911, nearest hospital)
- Procedures for calling emergency services
- Procedures for cooling affected worker

8. Monitoring and Enforcement

- Supervisor responsibilities
- Worker rights and responsibilities
- Reporting procedures for heat hazards
- Non-retaliation policy

Sample HIPP Template

[Company Name] Heat Illness Prevention Plan

Effective Date: [Date]
Heat Safety Coordinator: [Name, Title, Contact]

1. Purpose
This Heat Illness Prevention Plan (HIPP) establishes procedures to protect [Company Name] employees from heat-related illness and injury. All supervisors and employees are responsible for implementing and complying with this plan.

2. Scope
This plan applies to all [Company Name] employees working in outdoor or indoor environments where the heat index may reach or exceed 80°F.

3. Heat Safety Coordinator
[Name] is designated as the Heat Safety Coordinator with authority to implement all aspects of this HIPP. Contact: [Phone/Email]

4. Heat Hazard Monitoring

- Supervisors will check the heat index daily using [OSHA-NIOSH Heat Safety Tool / weather service / WBGT meter]
- When heat index reaches 80°F, initial heat protections will be implemented
- When heat index reaches 90°F, enhanced heat protections will be implemented

5. Water

- Fresh, pure, suitably cool drinking water will be provided at [locations]
- Minimum 1 quart per hour per worker
- Workers are encouraged to drink water every 15-20 minutes

6. Rest and Cool-Down Areas

- Shade/air-conditioned areas are located at [locations]
- Workers are encouraged to take breaks as needed
- At heat index 90°F+, mandatory 15-minute breaks every 2 hours

7. Acclimatization

- New workers: Gradual exposure over 14 days (see attached schedule)
- Returning workers (7+ days away): Gradual reintroduction over 4 days
- Supervisors will closely monitor new/returning workers for heat illness symptoms

8. Training

- All workers will receive heat illness prevention training annually and upon hire
- All supervisors will receive enhanced training annually
- Training records will be maintained for 3 years

9. Emergency Response

- If heat illness is suspected, immediately move worker to cool area
- Call 911 if worker shows signs of heat stroke (confusion, loss of consciousness, hot dry skin)
- Begin cooling (remove excess clothing, apply cool water, fan)
- Do not leave worker alone
- Nearest hospital: [Name, Address, Phone]

10. Recordkeeping

- This HIPP will be reviewed and updated annually
- Training records will be maintained
- Heat illness incidents will be recorded on OSHA 300 log

Training Requirements

Worker Training (Annual + New Hire)

Required Topics:

1. Heat Illness Recognition

- **Heat rash**: Red bumps, itching
- **Heat cramps**: Muscle pain/spasms
- **Heat exhaustion**: Heavy sweating, weakness, nausea, headache, dizziness
- **Heat stroke**: Confusion, loss of consciousness, hot dry skin, seizures (MEDICAL EMERGENCY)

2. Prevention Measures

- **Hydration**: Drink 1 cup (8 oz) every 15-20 minutes
- **Rest**: Take breaks in shade/cool areas as needed
- **Acclimatization**: Gradual exposure for new workers
- **Clothing**: Wear light-colored, breathable fabrics
- **Monitoring**: Watch yourself and coworkers for symptoms

3. Emergency Response

- **Call 911** immediately for suspected heat stroke
- **Move** worker to cool area
- **Cool** worker (remove excess clothing, apply cool water, fan)
- **Do not leave** worker alone

4. Worker Rights

- **Right to water, rest, and shade**
- **Right to report** heat hazards without retaliation
- **Right to refuse** unsafe work

Training Methods:

- **In-person** training (preferred)
- **Toolbox talks** (15-20 minutes)
- **Videos** (OSHA, NIOSH resources)
- **Handouts** (available in multiple languages)

Documentation:

- **Sign-in sheets** (date, attendees, topics)

- **Training certificates**
- **Retain for 3 years**

Supervisor Training (Annual)

All worker training topics PLUS:

1. Monitoring Workers

- **Observe** for heat illness symptoms
- **Check in** with workers frequently during high heat
- **Pay special attention** to new/returning workers
- **Encourage** water and rest breaks

2. Implementing HIIPP

- **Monitor** weather conditions daily
- **Ensure** water, rest, shade are available
- **Enforce** acclimatization protocols
- **Adjust** work schedules as needed

3. Emergency Response

- **Recognize** heat stroke vs. heat exhaustion
- **Call 911** without delay
- **Begin cooling** immediately
- **Document** incident

4. Acclimatization

- **Implement** 14-day protocol for new workers
- **Implement** 4-day protocol for returning workers
- **Monitor** closely during acclimatization period
- **Adjust** workload as needed

Engineering and Administrative Controls

Engineering Controls (Preferred)

1. Shade Structures

- **Permanent**: Canopies, awnings, buildings

- **Temporary**: Pop-up tents, umbrellas
- **Requirements**: Block direct sunlight, open sides for air flow, sufficient capacity

2. Ventilation

- **Natural**: Open windows, doors
- **Mechanical**: Fans, blowers, exhaust systems
- **Air conditioning**: Most effective for indoor environments

3. Cooling Systems

- **Misting fans**: Evaporative cooling for outdoor areas
- **Portable AC units**: For break areas, enclosed spaces
- **Radiant barriers**: Reflective materials to reduce heat absorption

4. Work Area Modifications

- **Reflective surfaces**: Light-colored roofs, walls
- **Insulation**: Reduce heat transfer in buildings
- **Shielding**: Barriers between workers and heat sources (ovens, furnaces)

Administrative Controls

1. Work Scheduling

- **Shift work to cooler hours**: Early morning, evening
- **Rotate workers**: Limit individual heat exposure
- **Increase staffing**: Reduce individual workload

2. Work/Rest Cycles

- **NIOSH recommendations**: Based on workload and WBGT
- **Example (Heavy work, 86-88°F WBGT)**: 25% rest, 75% work each hour
- **Mandatory breaks**: 15 minutes every 2 hours at heat index 90°F+

3. Acclimatization

- **New workers**: 14-day gradual exposure protocol
- **Returning workers**: 4-day reintroduction protocol
- **All workers**: Annual acclimatization at start of hot season

4. Hydration Programs

- **Provide water**: 1 quart/hour/worker minimum
- **Encourage drinking**: Every 15-20 minutes

- **Monitor**: Urine color charts, weight loss

5. Buddy System

- **Pair workers**: Watch each other for heat illness symptoms
- **Check-ins**: Supervisors check on workers regularly
- **Communication**: Radios, phones for emergency contact

Personal Protective Equipment and Cooling Solutions

Cooling PPE Options

1. Cooling Vests

- **Types**: Evaporative, phase change, ice pack
- **Pros**: Effective core body cooling
- **Cons**: Bulky (8-15 lbs), expensive ($150-$400), may interfere with work
- **Best for**: Stationary work, break periods

2. Cooling Headwear

- **Types**: Evaporative hats, cooling inserts, ice bandanas
- **Pros**: Lightweight, comfortable, targets high blood flow area
- **Cons**: Variable effectiveness depending on design
- **Best for**: Mobile workers, continuous use

3. Cooling Towels/Bandanas

- **Types**: Evaporative fabrics
- **Pros**: Inexpensive ($10-25), lightweight
- **Cons**: Requires frequent re-wetting, minimal cooling effect
- **Best for**: Supplemental cooling

4. Breathable Clothing

- **Types**: Moisture-wicking fabrics, light colors, loose fit
- **Pros**: Enhances evaporative cooling
- **Cons**: May not provide sufficient cooling in extreme heat
- **Best for**: All workers in heat

ChillerBody Universal-Fit Cooling Insert

Unique Advantages for OSHA Compliance:

1. Universal Compatibility

- **Works with any hard hat** (ANSI/Z89.1 certified)
- **Works with any cap or helmet**
- **Doesn't compromise** safety equipment integrity

2. Practical for Compliance

- **Lightweight** (<2 oz) - doesn't burden workers
- **Long duration** (20-30 minutes) - provides cooling relief during peak heat
- **Hands-free** - doesn't interfere with work tasks
- **Cost-effective** ($39.95 for 2-pack) - affordable for all employers

3. Easy Implementation

- **No special facilities** required (just freezer access)
- **Simple activation** (freeze 2+ hours)
- **Reusable** (500+ freeze cycles)
- **Low maintenance**

4. Worker Acceptance

- **Comfortable** - workers actually use it
- **Non-restrictive** - full range of motion
- **Familiar** - fits existing headwear

ROI for Employers:

- **Compliance**: Meets OSHA cooling requirements
- **Productivity**: Workers stay cooler, work more efficiently
- **Safety**: Reduces heat illness risk
- **Cost**: $0.50-$1.00 per worker per day (vs. $2-5 for alternatives)

Cost-Benefit Analysis

Costs of Heat Illness

Direct Costs:

- **Workers' compensation**: $40,000-$60,000 per claim (average)
- **Medical expenses**: $50,000-$200,000 for severe heat stroke

- **OSHA penalties**: $15,000-$134,000 per violation
- **Litigation**: $1-5 million for wrongful death

Indirect Costs:

- **Lost productivity**: $500-$2,000 per incident
- **Replacement worker**: $200-$500 per day
- **Training replacement**: $1,000-$5,000
- **Increased insurance premiums**: 10-30% increase after claims
- **Reputation damage**: Difficulty recruiting/retaining workers

Total Cost of Single Heat Stroke Incident: $100,000-$500,000+

Costs of Compliance

One-Time Costs:

- **HIIPP development**: $500-$2,000 (consultant or internal)
- **Training materials**: $200-$1,000
- **Shade structures**: $500-$5,000 (depending on size/type)
- **Cooling equipment**: $1,000-$10,000 (depending on solution)
- **WBGT meter**: $200-$500

Annual Costs:

- **Training**: $50-$100 per worker (2 hours @ $25-50/hour)
- **Water**: $100-$500 (depending on workforce size)
- **Cooling PPE**: $40-$400 per worker (depending on solution)
- **Administrative time**: $1,000-$5,000 (monitoring, recordkeeping)

Total Annual Cost (50-worker company): $5,000-$25,000

Return on Investment

ROI Calculation:

Scenario: 50-worker construction company

Costs:

- One-time: $5,000 (HIIPP, training, shade, cooling equipment)
- Annual: $10,000 (training, water, cooling PPE, admin)
- **Total Year 1**: $15,000

Benefits (Avoided Costs):

- **1 heat illness prevented**: $100,000 (average)
- **Productivity improvement**: 5-10% in heat conditions = $25,000-$50,000
- **Reduced absenteeism**: $5,000-$10,000
- **Insurance premium savings**: $5,000-$15,000
- **Total Benefits**: $135,000-$175,000

ROI: **800-1,100%** in Year 1

Industry Data:

- **$4-6 saved** for every $1 invested in heat illness prevention (NIOSH)
- **Payback period**: 1-3 months for most employers

Compliance Checklist

Immediate Actions (Do Now)

- [ ] **Designate heat safety coordinator** with authority to implement HIIPP
- [ ] **Assess heat hazards** in your workplace (use OSHA-NIOSH Heat Safety Tool)
- [ ] **Provide drinking water** (1 quart/hour/worker minimum)
- [ ] **Identify/create shade or cool-down areas**
- [ ] **Train workers** on heat illness recognition and prevention
- [ ] **Train supervisors** on monitoring and emergency response

Short-Term Actions (Next 30-90 Days)

- [ ] **Develop written HIIPP** (use OSHA template or consultant)
- [ ] **Implement acclimatization protocols** for new/returning workers
- [ ] **Purchase cooling equipment** (vests, cooling inserts, fans, etc.)
- [ ] **Establish emergency response procedures** (911, nearest hospital, cooling methods)
- [ ] **Create training materials** (presentations, handouts, videos)
- [ ] **Set up recordkeeping system** (training logs, incident reports)

Ongoing Actions (Continuous)

- [ ] **Monitor weather conditions daily** during hot months
- [ ] **Conduct daily toolbox talks** on heat safety during high heat
- [ ] **Observe workers** for heat illness symptoms

- [ ] **Enforce water and rest breaks**
- [ ] **Document training** (sign-in sheets, certificates)
- [ ] **Review and update HIIPP annually**
- [ ] **Investigate heat illness incidents** and implement corrective actions

State-Specific Actions

California Employers:

- [ ] Ensure compliance with **Title 8, §3395** (outdoor) and **§3396** (indoor)
- [ ] Provide shade when temperature exceeds **80°F**
- [ ] Implement **high-heat procedures** at 95°F

Maryland Employers:

- [ ] Ensure compliance with **COMAR 09.12.32**
- [ ] Implement plan by **September 30, 2024** (if not already done)

Washington Employers:

- [ ] Ensure compliance with **WAC 296-62**
- [ ] Trigger at **89°F** (or 52°F for double-layer clothing)

Oregon Employers:

- [ ] Ensure compliance with **Oregon OSHA heat rules**
- [ ] Trigger at **80°F**

All Other States:

- [ ] Prepare for **federal OSHA rule** (expected 2025-2026)
- [ ] Implement **General Duty Clause** protections now

Conclusion

OSHA's proposed federal heat stress rule represents a paradigm shift in workplace safety, extending mandatory heat protections to **36 million U.S. workers** across all industries. Employers who act now to develop Heat Illness Prevention Plans, implement training programs, and invest in cost-effective cooling solutions will not only ensure compliance but also reap significant benefits in productivity, worker retention, and reduced liability.

The cost of prevention ($5,000-$25,000 annually) is a fraction of the cost of a single heat illness incident ($100,000-$500,000+). With an ROI of 800-1,100% in the first year, heat illness prevention is not just a regulatory requirement—it's a smart business decision.

For employers, the question is not whether to comply, but how to comply most effectively and cost-efficiently.

Resources

Federal OSHA:

- Heat Injury and Illness Prevention Rule: www.osha.gov/heat-exposure/rulemaking
- OSHA-NIOSH Heat Safety Tool (smartphone app)
- Model Heat Illness Prevention Plan: www.osha.gov

State OSHA:

- California Cal/OSHA: www.dir.ca.gov/dosh/heatillnessinfo.html
- Maryland MOSH: labor.maryland.gov/labor/mosh/moshheatstress.shtml
- Washington L&I: www.lni.wa.gov/safety-health/safety-topics/topics/heat-stress
- Oregon OSHA: osha.oregon.gov/pages/topics/heat-stress.aspx

NIOSH:

- Criteria for a Recommended Standard: Occupational Exposure to Heat and Hot Environments
- NIOSH Heat Stress Resources: www.cdc.gov/niosh/topics/heatstress

ChillerBody:

- Cooling solutions for OSHA compliance: www.ChillerBody.com
- Bulk/team pricing for employers
- Educational resources and training materials

About ChillerBody

ChillerBody International, LLC provides patented cooling solutions to help employers comply with OSHA heat stress requirements while protecting worker safety and productivity. Our universal-fit cooling inserts are used by construction companies, manufacturers, and other heat-exposed industries to provide cost-effective, practical cooling for workers.

For Employers:

- Website: www.ChillerBody.com
- Email: info@chillerbody.com
- Phone: (609) 209-5752
- Bulk pricing and custom solutions available

For Investors:

- Accredited investors can access our investor portal at www.ChillerBody.com/invest

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