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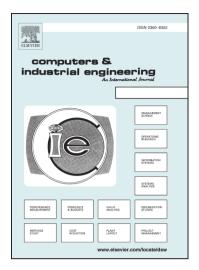
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### **ACCEPTED MANUSCRIPT**

# Multi-skilled worker assignment in *seru* production systems considering worker heterogeneity

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