

## MEETING OF THE TEXAS WORKFORCE COMMISSION

**DATE** 

**SEPTEMBER 22, 2020** 

## TUESDAY, SEPTEMBER 22, 2020

CHAIRMAN DANIEL: All right. Good morning, everyone. This meeting is called to order. Mr. Trobman, has anyone signed up for public comment?

MR. TROBMAN: Good morning, Commissioners. No, we have no one signed up for public comment this morning.

Ms. Miller.

MS. MILLER: Good morning, sir.

CHAIRMAN DANIEL: Thank you. Good morning,

CHAIRMAN DANIEL: Well, thank you. This brings us to the end of Agenda Items 3 through 7. Let's pause for a few minutes to reset for the rest of the meeting.

CHAIRMAN DANIEL: All right, we're back.

Let's move to Agenda Item 8, discussion, consideration, and possible action regarding publication for public comment and proposed rules relating to the repeal of 40 TAC chapter 841 and new 40 TAC chapter 840, new 40 TAC chapter 842, and new 40 TAC chapter 802.

DAWN CRONIN: Good morning, Chairman

Daniel, Commissioner Alvarez, Commissioner Demerson, and Mr.

Serna. For the record, my name is Dawn Cronin, director of

workforce program policy. You may notice I'm not Joel. He is

not available today. TWC's chapter 841 Workforce Investment Act

rule set forth provisions related to the maintenance of a one
stop delivery system, training provider certification,

nondiscrimination and equal opportunity, and appeal provisions for denial of local workforce development area certifications. On March 17, the commission approved the policy concept, outlining the repeal of TWC's chapter 841 Workforce Investment Act rules to eliminate rules that are specific to implementation of the Workforce Investment Act, and to update and maintain in new and existing chapters elements of chapter 841 that remain relevant to agency operations. The rules package before you today contains the proposed rules for the chapters that were tabled during the September 8 commission meeting. The repeal of chapter 841 Workforce Investment Act, new chapter 840 on eligible training providers, new chapter 842 on [inaudible] nondiscrimination and equal opportunity, and new chapter 802, subchapter J, local workforce development area appeals. rule package was tabled to allow staff an opportunity to make changes to chapter 840, eligible training providers, to address comments and feedback received during the September 8 commission meeting. Staff is seeking approval to post the proposed rules in the Texas Register for public comment. Staff further requests the ability to make nonsubstantive technical corrections prior to submission to the Texas Register. concludes my presentation, and I'm happy to answer any questions you might have.

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CHAIRMAN DANIEL: Any questions?

COMMISSIONER ALVAREZ: No, Chairman.

1 COMMISSIONER DEMERSON: None here. 2 CHAIRMAN DANIEL: Do we have a motion? 3 COMMISSIONER ALVAREZ: I move that we 4 publish the proposed rules to the Texas Register regarding the 5 repeal of chapter 841, the creations of chapter 840 and 842, and 6 the amendment of chapter 802, as discussed. 7 COMMISSIONER DEMERSON: Second the motion. 8 CHAIRMAN DANIEL: It's been moved and 9 seconded, we're unanimous, thank you. 10 DAWN CRONIN: Thank you. 11 [inaudible] to Agenda CHAIRMAN DANIEL: 12 Item 9, discussion, consideration, and possible action regarding 13 business Enterprises of Texas customer satisfaction survey and 14 cost analysis report to the governor and legislative budget 15 board, as provided in the General Appropriations Act. 16 MIKE HOOKS: Good morning, Commissioners, 17 Mr. Serna. For the record, I'm Mike Hooks with the VR division. 18 Today I submit for your consideration the 2020 Business 19 Enterprises of Texas customer satisfaction survey and cost 20 analysis report. This report, if approved, will be submitted to 21 the LBB and the Office of the Governor, pursuant to TWC rider 22 37, as a part of TWC performance reporting for the BET program 23 for the 2021 biennium. This year, the survey was unusual due to 24 the pandemic. It was conducted for a condensed period, from

August 3 to August 14. The adjustment resulted in 25 of the 46

available agencies responding, and 1,881 customer responses-frankly, better than we thought, considering that most people were at home. The response is down considerably from last year. However, we were able to gain some insight through the survey as to the effects of the pandemic on the BET program by the introduction of some new questions to the survey to survey the effects of the COVID-19 pandemic, as well as maintaining some of the regular questions from prior years, to keep our trend analysis going. Some of the observations based on survey responses include reaffirming that bringing food from home was the largest competitor to sales in BET food service facilities. Over 48 percent of all the respondents noted that they would not be comfortable dining in food service -- in BET food service facilities due to the pandemic, primarily due to concern about crowds indoors, but also indicated some safety measure that if implemented would help alleviate some of their concerns. Also, over 62 percent of the respondents noted that they will be more likely to bring cooked food from home in the wake of the pandemic. So, we've got work to do, from what we've learned on our businesses as we move into the future. Today we're seeking the commission's approval to present this report to the LBB and the governor. That completes the information I have to present. I'm certainly open to any questions you may have.

CHAIRMAN DANIEL: Comments or questions?

COMMISSIONER ALVAREZ: No, sir.

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1 COMMISSIONER DEMERSON: Mike, just one 2 quick question. The survey was from August 3 to August 14. 3 What's your time period normally for surveys? How long do you 4 allow folks to do that? 5 MIKE HOOKS: The time period normally is a 6 one-month period. We do it for 30 days. It's more involved, 7 normally, where you have posters up in the facilities and, you 8 know, there's a lot more procedure to it. In this case, this 9 was purely a virtual survey, if you will. We used Survey 10 Monkey, and it was all done by email. 11 COMMISSIONER DEMERSON: Okay, thanks. 12 MIKE HOOKS: Sure. 13 COMMISSIONER DEMERSON: [sounds like] No 14 other questions here. 15 CHAIRMAN DANIEL: Do we have a motion? 16 COMMISSIONER ALVAREZ: Chairman, I move 17 that we approve Business Enterprises of Texas customer 18 satisfaction survey and cost analysis report 2020 for submission 19 to the governor and the legislative budget board, as recommended 20 by staff. 21 COMMISSIONER DEMERSON: I second. 22 CHAIRMAN DANIEL: It's been moved and 23 seconded. We're unanimous. Let's move to item 10, discussion, 24 consideration, and possible action regarding adoption of rules 25 relating to 40 TAC chapter 815.

JASON STALINSKY: Good morning, Chairman Daniel, Commissioner Alvarez, Commissioner Demerson, and Mr. For the record, I am Jason Stalinsky, [sounds like] RID policy, planning, and prosecutions. Before you today is a proposal to amend the chapter 815 unemployment insurance rules to address the Emergency Unemployment Insurance Stabilization and Access Act of 2020, also known as EUISAA, and the Coronavirus Aid Relief and Economic Security Act, otherwise known as the CARES Act. The rules before you address areas including waiver and adjudication of federal extended unemployment compensation overpayments, employer notification, and extended benefits. These rules also create a new subchapter G in chapter 815, which covers program coordination, appeals waiver, overpayments, and fraud under the CARES Act. proposed rule is posted for public comment in the Texas Register. One comment was received. The commenter provided four points in favor of the proposed rules and two against. favor, the commenter supported making the rules generally applicable, including those for extended benefits, the waiver of provisions, and the clarity subchapter G provides. appreciate these points in response. For points against, first the commenter does not support removing the presumption of financial hardship. The commenter suggested instead our rules presume financial hardship after 26 weeks of regular state unemployment benefits. Our response notes that this is

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problematic, as not all claimants are entitled to 26 weeks of benefits. Neither the number of benefits weeks nor the financial hardship factor itself are solely dispositive when determining a waiver. One of our goals with these proposed rules is to make them more generally applicable. Part of making these rules generally applicable requires incorporating flexibility for the different programs involved, and other situations that may arise. Second, the commenter also believed the rules provided for a reduction of extended benefits during a high-employment period. Our response clarifies that the proposed rules governing extended benefits during a high unemployment period do not result in a decrease in benefits and are required by federal law. Therefore, no changes have been made in response to these comments. The U.S. Department of Labor did not identify any conformity issues with the proposed rules. As a result, there have been no changes between the proposed rule as published in the Texas register and what is before you today. Staff seeks commission action regarding the adoption of these rules, as included in your notebooks and published on the agency's website. If these rules are adopted, staff requests the ability to make minor, nonsubstantive changes to the document in order to comply with publication requirements of the Texas Register and the Texas secretary of state. I am here this morning as a resource if you have any questions.

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                         CHAIRMAN DANIEL: Any comments or
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   questions?
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                         COMMISSIONER ALVAREZ: No, sir.
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                         COMMISSIONER DEMERSON: None here.
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                         CHAIRMAN DANIEL: Do we have any motions?
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                         COMMISSIONER ALVAREZ: I move that we adopt
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   the proposed chapter 815 rules relating to the EUISAA and the
   CARES Act, as previously published in the Texas Register, with
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   permission for staff to make minor, nonsubstantive changes.
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                         COMMISSIONER DEMERSON: Second the motion.
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                         CHAIRMAN DANIEL: It's been moved and
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   seconded. We're unanimous. Thank you.
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                         JASON STALINSKY: Thank you.
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                         CHAIRMAN DANIEL: This is item 11,
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   discussion, consideration, and possible action regarding
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   approval of adult education and literacy advisory committee
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   membership.
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                         MAHALIA BALDINI: Good morning, Chair
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   Daniel, Commissioner Alvarez, Commissioner Demerson, and Mr.
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   Serna. For the record, my name is Mahalia Baldini with adult
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   education and literacy. Senate bill 307 of the 83 Texas
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   legislature regular session required TWC to establish an adult
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   education and literacy advisory committee. The advisory
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   committee must not be composed of more than nine members, and
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   must include at least one representative of the business
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   community and one representative of a local workforce
   development board. Additionally, TWC chapter 805, adult
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   education and literacy rule, allows for the appointment of
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   members to an additional two-year term. One committee member,
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   Mignon Lawson [SP], director of adult education at Abilene
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   independent school district served a term which ended in June of
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   2020. At this time, staff seeks direction on reappointing
   Mignon Lawson to a second term, which will end September of
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   2022. Thank you, and I'm available for any questions that you
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   may have.
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                         COMMISSIONER ALVAREZ: Chairman, I'd like
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   to just congratulate Ms. Mahalia again on her recent new job
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   role, and congratulations on a great AEL conference last week.
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                         MAHALIA BALDINI: Thank you so much,
   Commissioner.
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                         COMMISSIONER ALVAREZ: You're welcome.
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                         COMMISSIONER DEMERSON: No questions or
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   comments.
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                         CHAIRMAN DANIEL: Do we have any motions?
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                         COMMISSIONER ALVAREZ: I move that we
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   reappoint Mignon Lawson to serve on the AEL advisory committee
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    for an additional two-year term, as discussed.
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                         COMMISSIONER DEMERSON: Second the motion.
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                         CHAIRMAN DANIEL: It's been moved and
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   seconded, and we're unanimous. Thank you. [Inaudible] Agenda
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Item for discussion, consideration, and possible action regarding the Texas [inaudible] fiscal year 2021. Itemized operating budget and 2022/'23 legislative appropriations request.

appreciate the information.

CHRIS NELSON: Good morning, Chairman, commissioners, Mr. Serna. For the record, Chris Nelson, chief financial officer. [Inaudible] presenting the program rankings that will be part of the program level request schedule for our '22/'23 legislative appropriations request. The program level request instructions issued by LBB as part of their '22/'23 instructions require agencies to rank programs by priority. The schedule before you represents the proposed rankings based on mission centrality, statutory authority, relation to workforce, GAA objective, and the size of the program. That concludes my comments. I would be happy to answer any questions.

CHAIRMAN DANIEL: Comments or questions?

COMMISSIONER ALVAREZ: None here, Chairman.

COMMISSIONER DEMERSON: None here. I just
wanna thank Chris for the--and his team [inaudible]. I

COMMISSIONER ALVAREZ: Yes.

CHAIRMAN DANIEL: He beat me to it, I was gonna thank him for the work, too [inaudible] process, and stretches out over some period of time. I don't think a lot of folks from the outside looking in understand the complexity of

1 the budget, with our balance between both state and federal 2 funds, and all the things that go into that. And I know they've 3 spent quite a bit of time on it, and I too would like to thank 4 you for just a really good work product here. 5 CHRIS NELSON: Thank you. That being said, with no 6 CHAIRMAN DANIEL: 7 additional comments or questions, is there motion? 8 COMMISSIONER ALVAREZ: Yes, Chairman. 9 move that we approve the LAR program rankings as described by staff. 10 11 COMMISSIONER DEMERSON: [Inaudible] motion. 12 CHAIRMAN DANIEL: So moved and seconded. 13 We're unanimous. Thank you. We have nothing to report or 14 present under Agenda Item 13. Agenda Item 14 is discussion, 15 consideration, and possible action regarding guidance on 16 resource utilization and implementation of services. This is 17 our COVID-19 Agenda Item. Is there anything to report under 18 Agenda Item 14? 19 MR. SERNA: Yes, sir, we have one update 20 from Clay Cole in unemployment insurance. 21 CHAIRMAN DANIEL: Thank you. 22 CLAY COLE: Good morning, Chairman Daniel, 23 Commissioner Alvarez, Commissioner Demerson, and Mr. Serna. For 24 the record, Clay Cole, unemployment insurance division. 25 three quick updates for you. The first, the Department of Labor

notified Texas last Friday that we had triggered off the high unemployment period, as the state unemployment rate had dropped below the 8 percent threshold for federal high unemployment period assistance. This occurred as of our reporting period in August. But back in June I had come forth, on June 30, exactly, and shared with you Texas had triggered [inaudible] the high unemployment period effective July 5. And what the high unemployment period does is it increases your regular, extended benefit program from a maximum of 13 weeks to 20 weeks. although there are no Texans currently receiving high unemployment period benefits, unemployment Texans are no longer eligible, since we've triggered off for the additional seven weeks of benefits that the high unemployment period provides, effective after week ending October 10, 2020. UI and external relations will be issuing a press release, if not today, very soon, and other messaging will be going out to customers, advising them of the fact that we've triggered off the high unemployment period. Second item, UI claims and payment activity update. To date, TWC has processes over five million claims and paid out over 30.9 billion in unemployment benefits. As the unemployment rate has recently improved, we're seeing improvements across the board in terms of our number of inbound calls handled. Where last week we set a record for handling over 250,000 calls, which was more than any number that we've seen since the COVID-19 period. And it was the first time ever

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we've really been trying to close the gap between our unique callers and just calls handled, and we were able to do that. So that was a big achievement. Also, additionally, we had an assignment campaign going where we're really trying to reduce our inventory, and over the last approximately 30 days, we were able to see a net reduction of over 140,000 assignments. And we're still not finished, but really seeing great improvement. So we wanna continue to see us handle more calls each week, and handle more assignments. And we're gonna keep strategically pursuing new ways to continue that improvement. And I'll tell you, as you know, the unemployment insurance program is a very complicated program, and it takes time for new resources to be trained for providing the comprehensive services, and we are starting to see very positive trends, and we just wanna see that continue. And looking forward to just continued improvement. just wanna thank our UI teams, and all our volunteers from TWC, and external volunteers, for their tireless efforts in further improving our service delivery. And finally, I just wanna let you know that UI continues to track Hurricane Laura disaster impacted claims. However, claims have dropped off and really flattened out. As of today, TWC has processed approximately 2,300 disaster impacted claims. However, there has still not been a disaster declaration made for individual assistance, which triggers the disaster unemployment assistance benefit. we'll continue to monitor, in case there is a disaster

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1 declaration made for Hurricane Laura. And this concludes my 2 update, and I'll be happy to answer any questions you might 3 have. Thank you. 4 CHAIRMAN DANIEL: Any comments or 5 questions? 6 COMMISSIONER ALVAREZ: Chairman, I'd like 7 to also take this opportunity to thank Clay and the UI team and 8 the external volunteers for all the work they've done. Not only 9 are we facing COVID-19, but as expressed by Mr. Cole, we're also 10 dealing with individuals that have been affected by the 11 hurricanes and recent heavy flooding. So thank you, Clay, and 12 please extend that thank you to your team. Just wanna let you 13 know that. 14 CLAY COLE: We'll do that, thanks, 15 Commissioner Alvarez. 16 COMMISSIONER ALVAREZ: You're welcome, very 17 welcome. 18 COMMISSIONER DEMERSON: And similar to 19 Commissioner Alvarez's comments, just Clay, Lashea [SP], Chris, 20 and the entire team, the work that you guys are doing, we don't 21 take it for granted. Similar to Chris with the budget, it's 22 complex, and we appreciate what you're doing day-in and day-out, 23 especially for the employers of the state. 24 CLAY COLE: Thanks, Commissioner Demerson.

CHAIRMAN DANIEL: I had a question. I just wanna clarify. So, on your first point regarding the additional unemployment benefits that had been triggered by our unemployment rate, now that it's fallen to the 6.8, that [inaudible] all--that's not a discretionary thing that we have, right? That is a trigger, and it's either on or off.

CLAY COLE: That's it, that's exactly right, Mr. Chairman.

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CHAIRMAN DANIEL: Okay. I do encourage you, and I know you said so, but I do encourage you to make sure all relevant parties know and understand what's going on there. There's so many different things happening as a result of, as Mr. Alvarez pointed out, some hurricanes [inaudible] the COVID-19 pandemic, we've got new programs and old programs and unexpected programs and unfamiliar programs, and I just wanna make sure that everyone's able to keep that in context [inaudible] not as well-versed as perhaps we are in having to monitor this situation. So this is one of those moments. I've probably taken this moment multiple times. During this time period, this is one of those moments where I do not believe you can communicate too much, and I would encourage you to do that. I also wanted to say that your discussion on phone calls answered and some things related to volume, I would note that our numbers are not necessarily down right now. They've been consistent and consistently high. Not peaking, like they were

in April, but we've seen consistently high numbers for what appears to me to be about the last 60 days. And so your report on number of calls answered and certainly number of assignments [inaudible] included would indicate real progress toward whatever backlog we might be experiencing. And to me, it indicates you finding new strategies to deal with what remained sort of unexpectedly high initial claims and claims paid. And so, I appreciate your crew continuing to grind out new solutions to what now seem like old problems. I hope you'll keep up that level of ingenuity and innovation, because I think that nimbleness and that flexibility will help us continue to meet the needs of Texans. And I want to continue to meet the needs of all the Texans [inaudible] who are working with the workforce commission right now.

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CLAY COLE: No doubt, yeah. There's a lot of work ahead of us still, but I hear you loud and clear [inaudible].

CHAIRMAN DANIEL: But that's real progress, and I don't want you to minimize the progress that you made. I understand there's more work ahead, and I agree with you. But that's real progress, and I appreciate you bringing that up. Because it's continuously showed the dedication of your team, your full-time team, plus the teams that we've brought on to deal with the higher numbers of customers. Those teams who were new to us have perhaps found their stride, and are understanding

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   the agency mission now, and we're able to do some things. So to
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   everyone, thank you for working hard on that, and I know we'll
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   continue to pursue that.
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                         CLAY COLE: Thanks, Chairman.
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                         CHAIRMAN DANIEL: Yeah, thank you.
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   Anything else for Mr. Cole?
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                         COMMISSIONER DEMERSON: No, sir, nothing
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   else.
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                         COMMISSIONER ALVAREZ: The only thing I'd
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   like to add is I agree with the remarks that you made, Chairman.
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   And I look forward to any of the press releases or any
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   literature that's gonna come out of the agency, so that we can
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   be prepared for the responses. So, thanks, Clay, for working on
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   that. I'm looking forward to that messaging.
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                         CLAY COLE: You bet.
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                         COMMISSIONER ALVAREZ: Thanks, buddy.
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                         CLAY COLE: You're welcome, thank you.
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                         CHAIRMAN DANIEL: And Mr. Serna, there's
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   nothing else [inaudible].
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                         MR. SERNA: No, sir, there's nothing else
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   on that Agenda Item.
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                         CHAIRMAN DANIEL: Do we have a legislative
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   report today?
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                         MR. SERNA: Yes, sir, we do today. Michael
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   Brett will provide that.
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MICHAEL BRETT: Morning, Mr. Chairman,
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   Commissioner Alvarez, Commissioner Demerson, and Mr. Serna. For
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   the record, Michael Brett, governmental relations. Yesterday,
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   U.S. House leadership released legislative language for H.R.
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   8319, the Continuing Appropriations Act of 2021 and Other
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   Extensions Act. This bill would extend federal funding at
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   current levels until December 11 of this year. As you know,
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   federal government funding currently expires on September 30.
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   The U.S. House is expected to take up this measure this week,
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   and then it will go to the U.S. Senate for action. Also this
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   week, we will be monitoring the U.S. House Education and Labor
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   Committee's hearing on Thursday at 9:15 a.m. During their
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   hearing they will mark up H.R. 8294, the National Apprenticeship
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   Act of 2020. That concludes my remarks, and I'm happy to answer
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   any questions you may have.
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                         CHAIRMAN DANIEL: Any comments or
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   questions?
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                         COMMISSIONER ALVAREZ: Thank you for the
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   report, Michael.
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                         COMMISSIONER DEMERSON: None here, thank
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   you.
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                         CHAIRMAN DANIEL: Thank you. All right,
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   Mr. Serna, anything additional for [inaudible]?
                         MR. SERNA: No, sir, nothing to report.
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1 CHAIRMAN DANIEL: All right, thank you. 2 there any other order of business that needs to come before the 3 commission? 4 COMMISSIONER ALVAREZ: Not here, Chairman. 5 COMMISSIONER DEMERSON: Mr. Chairman, I 6 just had a quick question first. 7 CHAIRMAN DANIEL: Yes, sir? 8 COMMISSIONER DEMERSON: I wanted to -- I know 9 unemployment rates have gone down, and that's great, as we 10 safely and strategically reopen, and good to see that we're 11 about [inaudible] below the national average. In terms of the 12 number of jobs posted on our website, what is that number? 13 we still advocating talking about that number that's out there? 14 I know it used to be about 500,000 jobs that are available. 15 that still being marketed? 16 MICHAEL BRETT: The number, as I understand 17 it, the number is slightly higher than that. 18 COMMISSIONER DEMERSON: Mm-hmm. 19 MICHAEL BRETT: Plus, in addition, we're 20

reaching out to other job-matching sites, as well as other solutions, to bring additional jobs both into our system, and then just make them available to our job-seekers. But the number is a little bit higher than what it had been running, so there has been an increase in the number of postings.

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COMMISSIONER DEMERSON: Okay. So, I'll be paying particular attention to that, in the sense of making sure that those employers are matched with a skilled labor force that's out there, so that we can actually make sure that those jobs that are posted, folks are going into those positions. So, thanks for that information, but just note I'll be paying attention to that. Because I wanna make sure that those employers are getting folks into those jobs.

MICHAEL BRETT: Yes, sir.

COMMISSIONER DEMERSON: Thank you.

CHAIRMAN DANIEL: You know, I think

Commissioner Demerson hits on a good point here. Mr. Serna,

could it be possible for someone to the workforce division to

bring a report at our next commission meeting to speak to what

Commissioner Demerson just referenced, in terms of job-matching

efforts? And then additionally, in the same report, I think

it's probably time for us to do a little check on where our

skills enhancement efforts are [inaudible] trainings. I think

those are related. So [inaudible] if it works out schedule
wise, for the next commission meeting, a report and update on

those two topics, I think, would be pretty useful.

MICHAEL BRETT: Yes, sir. I'm smiling, because I'd already talked to Courtney about providing an update at the beginning of October. It seems like a good benchmark on all of our workforce activity, both skills training, the call

1 centers, the job postings, the additional efforts with outside 2 job-matching sources, as well as our own efforts to enhance work 3 in Texas. So, yes, sir, we will do that at the first meeting in 4 October. 5 CHAIRMAN DANIEL: All right, thank you. 6 Anything else for Mr. Serna? No. Do we have a motion to 7 adjourn? 8 COMMISSIONER ALVAREZ: Chairman, before we 9 adjourn, I'd just like to thank, I mean, everyone at the agency. 10 I mean, it's good to hear that the unemployment rate right now 11 is at 6.8. You know, we have over 699,000 job openings or 12 listings on our [inaudible]. That's amazing. And so I just 13 wanna thank everyone before I close and motion to adjourn. I 14 just wanted to take this opportunity to thank everyone who's 15 listening in, and everyone in our extended family for all the 16 work that they've done. And so just wanted to say that before I 17 adjourn. And I look forward to hearing on Thursday H.R. 8294. 18 I look forward to hearing the results of that committee hearing. 19 So, thank you for that, allowing me to speak. 20 COMMISSIONER DEMERSON: That was the 21 motion, so I'm gonna second that motion to adjourn. 22 COMMISSIONER ALVAREZ: Well, the motion is 23 to adjourn. I apologize. I motion that we adjourn. 24 CHAIRMAN DANIEL: I heard it loud and 25 clear, even if [inaudible]. [laughter]

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COMMISSIONER DEMERSON: [Inaudible] that's
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                          CHAIRMAN DANIEL: It's been moved and
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   seconded to adjourn, and I think we're unanimous on that. And
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   so, we're adjourned. Thank you all.
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