

ROUGHLY EDITED FILE

JOB ACCOMMODATION NETWORK

ODEP

MODERATOR: RICHARD HORNE

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>> OPERATOR: Thank you for standing by. All participants are in a listen-only mode. The question and answer session press touch 1 on your phone. I turn it over to Richard Horne.

>> RICHARD HORNE: Good afternoon. I am the director for the division of policy, planning and research with the Office of Disability Employment Policy here at the United States Department of Labor. Joining us on the call today to help facilitate responses to questions that may come up are our programmatic experts Jennifer Kemp and Day Al-Mohamed, and from our grants office Cassandra Mitchell. I first would like to begin by thanking JAN for hosting this webcast and working to make all of the technology accessible. I am going to describe what's on your screen, and tell you a little bit about how you can pose questions. In the upper left-hand side of the screen is the captioning pod. That's where our CART service and interpreter will be providing live captioning in order to make sure that the webcast is accessible.

Below that is a notes section where notes can be exchanged among participants. Below that is the Q&A where the questions and the answers will be posted. You will note at the bottom of that screen a thin white bar. That is where you are to enter in your questions. And then we will try to facilitate the responses.

We encourage participants to enter their questions online as this transcript will be made available on the ODEP's website and available to anybody who is not able to be on the call. If you are going to speak into the phone, please speak slowly and clearly so that we may be able to accurately transcribe your questions. And, please, if you are asking a question over the phone, please tell us who you are.

From time to time, the Office of Disability Employment Policy may mute their side of the line in order to discuss any particular question that we may need to discuss as we prepare an answer.

Please note that depending upon the frequency and complexity of the questions, there may be a delay in responding. We will answer as many questions as we can in the two hours allocated to this webcast. However, we will review all questions, although we may not get to all of the questions and all of the answers.

All of the questions submitted by phone will also be posted on this webcast, and responded to by me as the moderator on the phone.

I will read all of the questions, responses, and comments. A transcript of this webcast will be available on ODEP's website at www.dol.gov/odep.

Any questions before we begin?

Okay. We are ready to take our first question.

Operator, we can take a phone question if you have one.

>> Operator. No questions on the phone at this time.

>> RICHARD HORNE: Thank you. Does anyone have a question?

(Pause)

? Operator: We have no audio on this end at this time.

(Pause)

>> RICHARD HORNE: We're still muting, I'm sorry. We're talking about several responses. We'll be right back you to.

>> OPERATOR: Oh, thank you.

>> RICHARD HORNE: Sorry.

(Pause)

>> RICHARD HORNE: Thank you. Our first question is: What are the limits of the first year? It is anticipated that during the first 12 months no more than \$150,000 will be expended by the consortium due to the necessity of planning and design with funding needs increasing as the project moves closer to implementation. This can be found on Page 17 of the solicitation.

(Pause)

>> RICHARD HORNE: We have a second question from crystal Saunders asking can new associations be formed? Can you clarify in another question what you mean by "new associations?" Are you referring to the consortium, or new non-profits? Could you clarify your question for me? Thank you.

(Pause)

>> RICHARD HORNE: Our next question asks: Is this information only for federal businesses? We are a private

business. The answer is this competition is open to the private sector.

(Pause)

>> RICHARD HORNE: We have a question: Will business associations need to be established prior to grant award to be eligible for the consortium participation?

The answer to that question is yes.

(Pause)

>> RICHARD HORNE: We have a question about what type of agency is eligible to be the fiscal agent.

If you look at Page 19, it talks about what the consortium needs to be made up of. Among the consortium, we will require that one of the organizations be the fiscal agent for the purposes of the grant.

(Pause)

>> RICHARD HORNE: A question: Can a University in a consortium serve as the lead agency. Answer: All applicants must clearly identify the lead cooperative agreement recipient and fiscal agent as well as all other members of the association following the cooperative agreement the fiscal agent must have proof of federal operations of this size and scope. If the University meets that requirement, then, yes it can serve as the lead agency.

(Pause)

>> RICHARD HORNE: The question: Can the Consortia be multistate?

Answer: If they can meet the requirements, goals, and objectives of the SGA, yes, Consortia can be multistate.

(Pause)

>> RICHARD HORNE: We have another question: Would a small business owned by a male with a physical disability be able to be part of this program?

Yes.

(Pause (

>> RICHARD HORNE: Question: Can the project focus on one disability group such as individuals with psychiatric disabilities?

Yes. For the purposes of this solicitation, disability is defined as set forth in the Americans With Disabilities Act of 1990, ADA, and the ADA Amendments Act, ADAA, of 2009.

(Pause)

>> RICHARD HORNE: Does the operator have any questions from anyone on the phone?

>> OPERATOR: We have a question from Mr. Romero.

>> RICHARD HORNE: Mr. Romero?

>> OPERATOR: You have your line muted on your end, sir.

We'll go to Steve then. Go ahead, Steve.

>> Steve: I would like to know if in the planning process are we able to tell you what to do and not have all of the pieces put together yet? Meaning who the research people are going to be and who the populations are going to be?

>> RICHARD HORNE: We're just going on mute for a second. Excuse me.

(Pause)

>> RICHARD HORNE: Sir we will be responding to your question momentarily, all right? You will see us post it on the

website, and I will be reading.

(Pause)

>> RICHARD HORNE: Another question: Account fiscal agent have a combined experience of the grant size, or must they have a single grant experience of this size?

According to the SGA, you must have experience in operating a grant of the size that you are proposing.

So in clarification, you need to have experience in operating the size of the grant to which you are applying.

(Pause)

>> RICHARD HORNE: Another question. Can a community college be the fiscal agent as long as all other designated partners are in place?

as answered previously, the fiscal agent must have proof of successful operation of federal or other grants of this size and scope. This is referenced on Page 22 of the SGA.

(Pause)

>> RICHARD HORNE: A question from Brian: What level of commitment is required from targeted businesses member of the consortia?

To be considered for an award, consortia must have representation from each of the following four types: An association of targeted businesses, a business association located in a target population community, targeted business entities, association of targeted businesses, association of targeted business owners, or other similar entity.

Two, a disability-serving organization.

Three, a local workforce investment board or other

organization with demonstrated experience in providing employment and support services, such as a One-Stop center.

And, four, youth-serving organizations. At a minimum, all four required partners must be involved in the strategic planning and implementation activity.

(Pause)

>> RICHARD HORNE: Another question: Please define "disability-serving organization."

That is an organization that focuses -- excuse me, that focuses on serving persons with disabilities as defined under the Americans With Disabilities Act.

(Pause)

>> RICHARD HORNE: Question: Is the fiscal agent required to be a 501(c)(3), which is terminology for a non-profit organization.

No, however, the fiscal agent needs to have the experience in operating a grant of this similar size.

(Pause)

>> RICHARD HORNE: Another question: Can there be an exclusive focus on youth with disabilities ages 4-26 as defined by the Individuals With Disabilities Education Act, or IDEA.

Yes.

(Pause)

>> RICHARD HORNE: Another question: Can one organization fulfill two of the consortium representation requirements? For example, a disability-serving organization and a youth-serving organization?

No. At a minimum, four types of organizations must be

represented in each consortium as previously discussed.

(Pause)

>> RICHARD HORNE: A question from Phil on Page 11, description and purpose states: Persons with disabilities from target populations, are some persons with disabilities not able to participate in the program?

We expect that all persons with disabilities as defined under the Americans With Disabilities Act, ADA, are able to participate.

(Pause)

>> RICHARD HORNE: Ginnie asks the question can one partner be a large chamber that covers a large geographic area with a target focused on outreach for business members that fit one of the targeted groups?

Yes.

(Pause)

>> RICHARD HORNE: Liz asks: Does Vocational Rehabilitation fit a local workforce investment board?

Yes. Vocational Rehabilitation can be a local workforce consortium member.

(Pause)

>> RICHARD HORNE: I am going to ask the operator at this time are there any questions from the phone?

>> OPERATOR: Once again, to ask a question on the phone, please press star 1 on your touch-tone phone.

(Pause)

One moment, sir.

(Pause)

>> OPERATOR: At this time there are no further questions on the phone, sir.

>> RICHARD HORNE: Thank you.

(Pause)

>> OPERATOR: We do now on the phone have a question. Would you like to go to that now, sir?

>> RICHARD HORNE: Yes, thank you.

>> OPERATOR: Art Turner, go ahead.

>> Hi. This is Belinda from the University of Oklahoma. Thanks for taking our question. I know that you had one clarifying question about the consortium. We have kind of a different question. It wasn't clear to us. We have a number of partners who want to come together in this consortium. They represent the four entities that you identified, plus more than that.

And our question is whether or not this consortium has to have already been in place, or is it okay that we're bringing people together for purposes of pulling this work together and to compete for this RFP?

>> RICHARD HORNE: Thank you for your question. We will go back on mute to have a discussion about the response to that question, and we will answer it shortly. Thank you.

>> Belinda: Thank you very much.

(Pause)

>> RICHARD HORNE: Vick asks the question page 31, bullet point 5, asks for a detailed description of how the consortia will work with multifederal state local and public and private partners in carrying out the activities. From the executive summary it states, "One of the three goals of the SGA

is to form and strengthen connections between targeted businesses, diversity-serving organizations, youth-serving organizations, and disability-serving organizations."

Building a national and local network of experts skilled in serving individuals with disabilities.

As such, working with partners is critical. How varies based on the consortia and how it's designed as noted on Page 11.

(Pause)

>> RICHARD HORNE: The question is: Does the consortium have to be in previous existence, or can the consortium be organized for the purposes of this SGA?

The consortium can be organized for the purpose of this SGA.

(Pause)

>> RICHARD HORNE: Another question from Steve asks: I would like to know if in the planning process are we able to not tell you all of the pieces? For example, if we don't know who will be involved.

You need to tell us how you will respond to the requirements of the SGA.

(Pause)

>> RICHARD HORNE: Another question from Edwin asks: How do you define success for this initiative?

Our answer is the primary goal of the solicitation is to increase the ability of target businesses to employ adults and youth with disabilities. A successful consortium would develop replicable models, strategies, and policies that would ensure that youth and adults with disabilities from targeted populations have access to a broader range of employment and mentoring opportunities.

The consortium would also form and strengthen connections between targeted businesses, disability-serving organizations, youth-serving organizations, and disability advocacy organizations by building a network of disability and diversity experts.

Page 11, the expected income of that, on Page 13, also offers additional information.

(Pause)

>> RICHARD HORNE: Would a non-profit that is run by women of color and has a culturally diverse board be able to be part of this?

And the answer is yes.

(Pause)

>> RICHARD HORNE: Another question asks: Please speak to the detail you are looking for from the proposed program model since the first year it is to be spent developing it.

And the answer is that you must have the elements of the model. What specifically are you implementing? We expect the first year to show detailed planning and organization for forward movement.

(Pause)

>> RICHARD HORNE: I'll once again turn to the phones and ask the operator if there are any questions from the phone.

>> OPERATOR: Once again, to ask a question on the phone, please press star 1 on your touch-tone phones. At the moment there are no questions.

(Pause)

Still no questions on the phone, sir.

>> RICHARD HORNE: Thank you, operator.

(Pause)

>> OPERATOR: We now have a question on the phone. Would you like that?

>> RICHARD HORNE: Thank you, operator, yes.

>> OPERATOR: Go ahead.

>>

>> The question that I have is does the consortium work and be focused on one disability group, such as disabled Veterans? Or does it need to be directed toward multidisability groups, such as youth with disabilities and so on and so forth?

>> RICHARD HORNE: Thank you for asking the question, Mr. King. It was brought up earlier in the call, and the answer is yes it can be focused on one disability group. Thank you for your question.

(Pause)

>> RICHARD HORNE: Another question from Brian: Are there minimum expectations for program participant enrollment?

And the answer is although no specific expectations are presented in the SGA, from Page 13 of the SGA there is an expected impact that includes increased access to jobs and increased employment outcomes for individuals with disabilities in targeted businesses and targeted population communities.

Increased targeted business and targeted population community support for assuring access to employment opportunities to individuals with disabilities, coordinated outreach, training, and employment programs for individuals with disabilities in targeted population communities.

(Pause ()

>> RICHARD HORNE: Another question from Edwin asks: Is this

an employment initiative and/or a policy initiative?

And the answer is both. The objectives are, one, to increase ability of targeted businesses to employ adults and youth with disabilities. And, two, to develop and evaluate replicable models, strategies, and policies that would ensure youth and adults from targeted populations with disabilities have access to a broader range of employment and mentoring opportunities.

(Pause)

>> RICHARD HORNE: Another question from Christa: Under "specific allowable uses," can testing of project models include implementation of a business? If this is inherent to the project model?

And the answer is yes.

(Pause)

>> RICHARD HORNE: A question from Mr. Rodriguez asks: Can you please provide more details regarding the definition of a targeted business?

The answer: A targeted business is a for-profit enterprise such as a sole-proprietorship, partnership, corporation, or joint venture of any kind regardless of size, physically located in the United States, or its trust territories, which is at least 51% owned, operated, and controlled on a daily basis by a United States citizen or citizens who are members of the target population.

(Pause)

>> RICHARD HORNE: Operator, we'll go back to the phone right now do you have any questions?

>> OPERATOR: Yes. We have two questions on the phone. The first question comes from Denise. Go ahead. Is your phone

unmuted on your side?

>> Denise: Hello?

>> OPERATOR: We can hear you.

>> Denise: I am going back to a previous question. I apologize about this. But I want to make sure that I understand. If there is a disability-serving organization that has separate programs for youth, from 16-21, and another program for adults with disabilities, they still have to outreach a youth-serving organization?

(Pause)

>> RICHARD HORNE: The answer to your question is that the SGA requires that you have the four partners. So if you serve as one of them, as the disability organization, then, for example, would you need to have a youth-serving organization as part of your consortium.

>> Denise: Thank you.

>> RICHARD HORNE: Next question?

>> Operator. Yes, sir. Another question from Steve.

>> Steve. Would you give more detail and expectation about urban versus rural contacts and connections? Does it have to be both? One, or the other? Because the models might be very, very different depending on urban and rural especially if it's going to be replicated around the United States.

(Pause)

>> RICHARD HORNE: The answer to your question can be found on Page 47 of the solicitation dealing with the ranking and review selection processes. It says proposals that are timely and responsive to the requirement of the SGA will be rated against the criteria that is listed above. But a panel comprised of representatives from DoL, other members and

peers and the public. The rank score will serve primary basis as funding, and factors such as the targeted population group, urban, rural, and geographic balance, the availability of funds, and which proposals are most advantageous to the government.

Thank you for your question.

(Pause)

>> RICHARD HORNE: Okay. Question from John King: The grant announcement indicates that the grant recipient financial manager must have experience in management of federal funds. Does a manager have to have \$625,000 in grant experience, or can this amount be cumulative?

The answer is that they must demonstrate the level of experience.

(Pause)

And for clarification, again, you need to be able to demonstrate that you can manage the amount of the grant that you are asking for.

(Pause)

I hope that answers the question.

(Pause)

Scott asks: To the extent that Veterans business outreach so heavily involve disabled Veterans, may a Veterans business outreach center serve as the disability-serving organization?

And the answer is yes.

(Pause)

>> RICHARD HORNE: A question from Karen asks: Can an organization be part of more than one applying consortia?

And the answer is yes. For clarification I would emphasize that if you are being proposed in more than one proposal, you

must not bid more than 100% of your time, or the time that you have available to be bid in federal grant applications.

(Pause)

>> RICHARD HORNE: Are there any other questions, operator, from the phone?

>> OPERATOR: At this time there are no further questions from the phone, sir.

>> RICHARD HORNE: Thank you.

(Pause)

>> RICHARD HORNE: A question from Joe: Is a youth-serving organization any such group that provides a set of services to youth, or does its sole purpose be in serving youth?

The answer is that the organization's mission should be focused on serving youth.

(Pause)

>> RICHARD HORNE: Another question. Can we use grant funding in the second year to supplement wages for youth with disabilities, or is the funding only for the purposes of planning this consortium?

And the answer is yes. You can use funding in the second year to supplement wages.)

For youth with disabilities.

(Pause ()

>> RICHARD HORNE: United we stand asks: Could AmeriCorps be considered a viable consortium member for purposes of this SGA?

And the answer is yes. It can operate as one of the four partners.

(Pause)

>> RICHARD HORNE: Question from Stacey: Do all Targeted businesses have to be members of the target population group? Or can it and combination of target populations and non-target populations?

And the answer is, it can be a combination.

(Pause)

>> RICHARD HORNE: Question from United we had stand. Can affiliates of a national organization can be considered fiscal agents of the grant?

And the answer is yes.

And question from Christa is, is 100% of time considered 40 hours a week?

And the answer is yes.

(Pause)

>> RICHARD HORNE: operator: Are there any questions on the phone?

>> OPERATOR: At this time there are no questions on the phone, sir.

>> RICHARD HORNE: Thank you.

(Pause)

>> RICHARD HORNE: Question from Victoria. Where would a business leadership network, or BLN, affiliate fit into the consortia, as a business-serving organization or as an association?

The answer is it would depend on how you define your role in the application. You could serve as one, but not both.

(Pause)

>> RICHARD HORNE: Another question: Using the ADA

definition, people with HIV-AIDS would be a targeted population?

And the answer is, yes.

(Pause)

>> RICHARD HORNE: In the definition of target business, it states that owners/operators need to be members of a target population. Is this reflective of the description of the target population in this application? Therefore, can a Caucasian male not be the owner/operator of a targeted business?

And the answer is, yes white male could be the owner of a targeted business.

(Pause)

>> RICHARD HORNE: Operator, are there any questions waiting on the phone?

>> OPERATOR: No questions waiting on the phone, sir.

>> RICHARD HORNE: Thank you.

(Pause)

>> RICHARD HORNE: Okay. A couple more questions.

Stacey asks: Perhaps I need to rephrase my question. Do all Targeted businesses have to be members of the target population group, or can it be a combination of target populations and non-targeted populations? For example, a major employer in an area may not be owned by a member of the targeted population but could serve as a primary resource for hiring of targeted population members.

And the answer is, any major employer in the area could serve as the primary source for hiring.

Another question from united we stand asks: Can an

organization whose primary target is not serving youth as part of its mission be considered a youth-serving organization for the purposes of the grant?

And the answer is, no. A youth organization must have serving youth as its mission.

(Pause)

>> RICHARD HORNE: Another question from united we stand: Can funds be used to increase workers' comp or other insurance for youth with disabilities being employed through the project?

And the answer is, yes, if it is included in the negotiated fringe benefit rate established with the government.

(Pause)

>> RICHARD HORNE: Are there anymore questions on the phone?

>> OPERATOR: No. There are no questions on the phone, sir.

>> RICHARD HORNE: Thank you.

(Pause)

>> RICHARD HORNE: Brian asks: The solicitation states that the funds are to be used to fund projects that train workers for employment, OJT, et cetera, yet under the header use of funds it states that they cannot pay for wages of participants.

The use of the funds can be found on Pages 20 and 21. Wage or stipends for participants is not specifically prohibited in the language of this SGA.

(Pause)

>> RICHARD HORNE: United we stand asks: Does the fiscal agent have to be one of the required consortium members? And the answer is, yes. Please refer to Page 22 of the SGA.

(Pause)

>> RICHARD HORNE: Do grant activities involving targeted individuals with disabilities need to focus on businesses within that same target population? For example, African-American clients with African-American business owner association, Asian-American client with an Asian-American business owner association, et cetera, or account activities involving individual clients be with any of the targeted business owners/associations listed in the SGA?

The answer is, no. Activities can involve individual clients with any businesses.

(Pause)

>> RICHARD HORNE: Another question asks from Liz: Can a public school's program for students with disabilities be the youth-serving agency?

And the answer is, yes.

(Pause)

>> RICHARD HORNE: Alice asks: Following the question about youth-serving organizations, does the disability-serving organization need to have a mission that states serving people with disabilities?

And the answer is, yes.

(Pause)

>> RICHARD HORNE: Another question asks: Where would a business leadership network, BLN, fit into the consortia, and the answer is it would depend how they define their role in the application. They could serve as one, but not both.

(Pause)

>> RICHARD HORNE: Operator, are there any calls waiting on

the phone?

>> OPERATOR: No questions at this time, sir.

>> RICHARD HORNE: Thank you.

(Pause)

>> RICHARD HORNE: If you are not selected as one of the four consortia can you apply next year?

And the answer is based on the availability of funding, the department may issue a new solicitation for grant applications next year.

(Pause)

>> RICHARD HORNE: Christa asks: Are there any successful grant applications available on the web that can provide good examples of what the format and level of detail is needed to be awarded?

And the answer is, no. This is a new initiative.

(Pause)

>> RICHARD HORNE: Edward asks: In the solicitation on Page 29, number 6, what is meant by "business type" in the context of characteristic of participants? Thank you.

On Page 29, 6 describes the characteristics of the participants the project expects to serve, i.e., age, gender, LGBT status, number of participants, types of ability, education level, ethnicity, business type, number 6 is specifically seeking more information on characteristics of participants. Both individuals and businesses are participants for purposes of this SGA, therefore, information such as industry within the business operates such as retail, hospital, medical, computer, et cetera, and the business size would be pertinent information.

(Pause)

>> RICHARD HORNE: We have about 20 more minutes. I would like to go back to the phone to see if there are any questions waiting on phones, and we're still constructing answers that we've received online.

>> OPERATOR: At this time there are no questions. Once again, to ask a question on your phone it is star 1 on your touch-tone phone.

(Pause)

>> OPERATOR: No questions on the phone, sir.

(Pause)

>> OPERATOR: We now have a question on the phone. Would you like to go to that?

>>

>> I have a question. After an agency such as a women's shelter for women Veterans of PTSD have been awarded their grant this year, would they be allowed to add training fees or consultation fees to the award that's already been given? Do they have to use just what they have?

(Pause)

>> RICHARD HORNE: Can you repeat the question?

>>

>> Okay. A particular shelter has just started for women with PTSD, and their award is finished and complete. Could they add into as a services, part of the services of that award for consultation fees or training fees from outside providers specific to PTSD?

(Pause)

It was written in the grant, but yet --

>> RICHARD HORNE: We have to stick to the purposes and requirements of what is stated in the SGA. So funds are to be expended according to the allowable uses that are stated in the solicitation. So you can't commingle funds, you know, or supplant base funds for something that is not allowable in the solicitation.

>>

>> But training is a broad category, though.

>> RICHARD HORNE: As long as the training is comports to the requirements of the SGA.

>>

>> All right. Thank you.

>> RICHARD HORNE: Sure.

(Pause)

>> Operator. No further questions on the phone.

>> RICHARD HORNE: Thank you.

(Pause)

>> RICHARD HORNE: A question from united we stand asks: Can a workforce organization that focuses on self-employment as opposed to employment placement serve as one of the required partners?

And the answer is, yes. Page 15 of the SGA calls for four required partners, one being a local workforce investment board or an organization with demonstrated experience providing employment and training, services, and employment-related support services.

(Pause)

>> RICHARD HORNE: A question asks: On Page 11 of the SGA,

it is stated that the primary goal is to increase the ability of targeted businesses to employ adults and youth with disabilities. Would ODEP consider an application whose outcome would be to enable a targeted group to establish their own targeted business through a self-employment project?

Thank you.

And the answer is, no.

(Pause)

>> RICHARD HORNE: Scott asks: Considering the human hurdle of creating four consortium entities on a submitted proposal, is it like lye that the application deadline will be extended?

And the answer is, no. The deadline is September 1, 2010, at 5:00 P.M. Eastern Time and will not be extended.

(Pause)

>> RICHARD HORNE: A question: Where can we find contact information for ODEP's technical assistance staff in regards to completing this application.

And the answer is Cassandra Mitchell is the grant officer for this competition. All inquiries must go to her. Her contact information is posted within the solicitation for grant application.

(Pause)

>> RICHARD HORNE: I am going to go to the phones one more time.

>> OPERATOR: At this time there are no further questions, sir.

>> RICHARD HORNE: Thank you.

(Pause)

>> RICHARD HORNE: Gordon asks the question: Are you aware of any sources to which we could send a draft grant proposal and receive feedback for improvement prior to submitting the proposal for award consideration?

And the answer is, no.

(Pause)

>> RICHARD HORNE: Edwin asks: Must you include all Targeted groups, or can you focus on one target group?

And the answer is, you can focus on one targeted group.

(Pause)

>> RICHARD HORNE: Okay. We have more questions than usually we have time allocated answering them, but they will following the questions review all of the questions and post relevant materials on the ODEP website. So I, first of all, want to thank you all for participating and for all of the great questions. It sounds like it will be a very exciting competition.

I certainly want to thank our colleagues at JAN for hosting our webinar and for facilitating all of the equipment and technological things that needed to happen.

I want to remind you that applications are due on September 1st at 5:00 Eastern Time. We will not be accepting late applications. So this will conclude our webcast. We thank you for joining. We wish everyone the best of luck. Thank you!

>> Operator. That concludes today's call. Thank you.

(End of webcast)

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