

>> So we were 15 library staff and budget wise not privy to the exciting numbers but we know we have a limited budgets where at the beginning of the moving project our administration looked into got a quote for having professional lab removers to the entire job that quote was \$150,000 and they made the decision that no we would not higher than we would do almost everything ourselves. The restaurant jobs physically pack materials and hired help for a couple of key parts of the move but for the most part we are doing it ourselves.

And moving forward we have lots of photos you can get a visual of the conditions we were dealing with. We wanted instead of talking from instead of talking about every single step of our process we wanted to focus on some of the challenge we face and strategies we use to address and because we know if any of your pacing above you will be in a unique situation and hopefully even if your situation is different from ours you can learn a little something.

>> Talking about challenges and strategies will ever take away from each of these as Amelia alluded to that everyone could probably use and the first challenge was as Amelia said we were new and said no clue of what we were doing and new to our collections that also meant from historical knowledge perspective that was limited and there was very little documentation. So how did we solve this? We looked at it more at ourselves and told ourselves to have confidence in what we were able to do even though we had limited time with the collections and limited documentation so one of the things we had to deal with is rapid assessment and Amelia will talk a little more about what she dealt with and what this also meant when we didn't have professional movers we were going to get our hands dirty and actually do most of the work ourselves. The other thing about having limited documentation is we wanted to make sure going forward that we documented everything we did in other words how we were making the decisions and why 20 years from now I'm sure they will probably ask why did they do this but at least they'll have a rationale of life we made the decisions what the information that we had at this time and I think it's important to also trust in yourselves and trusting your professors meeting they made the same decisions about the collection like you are doing now but maybe those decisions don't look very good from our perspective so trust they were doing the best by the collections Amelia I think let's talk a little more about how she did some rapid assessment with the federal documents collection. >> So this is an example of what we were dealing with the photo on the left that is some of the boxes of state agency publication these are ones you inherited from a agency when getting rid of materials on the right is example of some of the federal document shall be and I mentioned we were new we were working in the library for less than a year in a different capacity and then became managers of our collections tied to learn this very quickly so those rapid assessments were often me with a little clicker going through and counting the shelves we had to do a condition assessments up I studied up on different definitions of the condition of materials and took a clip boarded walked the shelves across the floors and put check marks in that is how we got it done.

>> Our take away for challenge number one the strategist do your due diligence and trusting your own decisions.

>> Another challenge we dealt with was the old funky building we were moving out of so this building was built actually as an addition to the state capital original take capital building built in 1899 and two more dishes but on this one was built in 1938 and for the library and structural stacks and the reading room beautiful murals, lots of stairs limited elevator access nine separate floors library materials on them only five of which had an elevator access and the other floors had what you see on the left which is our booklist it fits three banks boxes and move very slowly and most of these sets had six foot ceilings in that six feet and underneath that six feet you have light fixtures and sprinkler system one of my colleagues that's been almost as much time working on this as I did is six foot five so he had a fun time

lots of stairs, at one point we had staff offices both on the fourth floor and on the fourth floor of different editions of the building so the only way to get from office to office was to go down some stairs across the hallway and up the up elevator and vice versa till they let us have a key for the fire escape door we could prop that open if we needed to and there's limited space for packing materials mentioned federal publications as packing boxes and they we had to store them in that building for several months while we were waiting to move them but you could fit them on the shelves we had stacks of boxes all over the library that we have to keep track of. This building had for climate control in Phoenix it was often hot and did have air conditioning but not great and everything was covered in dust it was fun. So how do we deal with this we had to be practical and had to be proactive we close the building to the public in June June or July of 2017 but we already had a public reading room in the new location so we didn't ever stop providing public access we just shifted our operations to that second reading room and the Met that allowed us to utilize his base in the build building how we one of the public was not coming in there we knew we had to be safe so we were library is not professional movers so we took some safety training and we did some lifting training and decided on a 30 pound standard box so I

I filled it with materials we were discarding it duct tape it shut and made everyone lifted so they knew about what we were aiming for and we got to a practical clothing is resized spent several months in shorts and tucked into a drawer if I had to do and was important to recognize each staff member had to work within the limits we has some staff members cannot do physical lifting they found other ways to help and keep good accurate data so while we were moving boxes multiple times within the building we had to be able to locate those boxes at any moment and talk about more of that in a minute and again on the left of the booklist on the right you can see the book is the next way flight of stairs and we had to be pretty careful not to fall down the stairs.

>> On the left this is the main federal document and you go to the platform and down a couple stairs there's a ramp you could push a card up and another floor immediately above it on the right this is the reference 70s carpet in nice back system and where the [Indiscernible] the cat when around everywhere -- take away is be recognize what you're dealing with and address the best way to deal with it. Another challenge we face is maintaining public access self those of you who work for theft ELT connections FDLP has requirement to provide public access at the moment 20 maternal lessers and emergency we decided we had just enough time to prepare we cannot call this an emergency we made a point of being able to pull any item at any time no matter where it was in the moving process and for publications collection not a statutory requirement we provide that access and statutorily designated as the repository for estate publication and priority in core value to provide that access and made a point of doing that as well strategy hears tracking and transparency mentioned earlier document everything document everything we made public announcement to display the moving process and that we were shifting our public service point and printed up cards and gave directions from one building to another they were close to each other so that was helpful. And take accounting seriously when we packed the federal documents we had about half of that when I, we ended up doing was taking packed them by agency into doc order took a chunk document and labeled the box put them into the box and then move down the line so that everything was still in the order while in boxes and we had a mega spreadsheet where we could keep track of all of this so we could pull anything when we needed to and we had a plan for pulling items even if that plan was it only one of the old building today if you need something call me I will pull in and walk it across the lot this is the spreadsheet for the federal document boxes on the left we assigned each box and agency codes and a four digit box number which is sequentially and wrote down labeled the box wrote down the first item in the box so everyone had fun labeling boxes with those really really long numbers and the box location so right now they are all the same place but before I could of said these 10 boxes are on this floor in the next 20 boxes are on a different floor and we also

track who has a boxes and bother them about it. Someone was packing boxes to heavy I could go give them a hard time. State docs came up with the spreadsheet I said earlier that I was moving items off of shelves moving them on Pro Tracts and putting back on shelves it's only part of the story. So I've been dealing with 20 years of items that have never been dealt with on catalog items so they were I think we should a picture of this room a bunch of boxes and what I did is I decided I was not going to catalog all of them before I moved so I use a spreadsheet as well and that's what you see on the screen and I numbered them and we are similar like that docs classification we also use call numbers by state agency so I'm using the spreadsheet to document what goes in each box some box only has contains items from one agency to CR to the Department of Corrections and some boxes have more than one agency in those the idea is these boxes are going to be within be put on shelves and hopefully at some point I'll be able to go through of those and get those catalog but this is what we call I use the spreadsheet to go box diving when people call up and said you of this report from 1975 it is probably not going to be catalogued especially if I try to locate in a catalog and nothing comes up that I know which agency to go to in which box I need to look it so I just want to explain this a little bit of what was happening here. The take away from this particular challenge is: write stuff down I think we repeated that more than once so challenge number four short timeline which amelia talked about in the beginning of our presentation and we had about 20 months to actually move the material for all the collections so this means fast preparation, so part of this move we thought we don't have to move everything, so that can look a little different depending on the collections I know amelia was looking for things that she could probably pull that had been superseded in the thorough documents collection and at some point you have to determine when you need to stop those things and look the benefit over the cost because the ultimate big picture as we have to get these items moved and have to pack them ourselves but that also looks like for state documents as I was looking for things that word duplicates so one-time they were actually collecting more than say two copies of an item sometimes I would find 10 or 12 copies of those things and could easily check those in the recycle bin and those were kind of how I dealt with state docs mostly state docs don't get superseded that's in the collection so as we roll along again I was talking about the cost of the benefit versus cost of trying to do not move everything at some point you have to decide are you going to continue this or is the idea to get things move so there is a stopping point so the other thing I did in state docs I had to make a point and what part of the timeline I needed to stop actually cataloguing new items so that came to also played into that timeline as well. So what's the take away? Keep the big picture in mind when you are working on the small details. >> Another chance we face was having limited staff we were doing it ourselves not trade movers we did get to hire people to do build the boxes the [Indiscernible] and also to do the very final physical relocation and the state docs that meant hiring correctional industries to move parts applectart of books to the next building over away with the impact human cells for the federal documents we got a moving company twice removed the boxes and put the boxes onto the shelves which was great but while we were doing the rest of this all the packing all the making spreadsheets and keeping track of things all the packing of these steak document parts we are also doing regular job and we were staffing the reading room that 45 hours a week but has to library staff in and and had to take time out of that well maintaining that public access to public service to do the rest of this move. Excel management motivation were key sort of success we got volunteers for some of this, but that was sort of a learning curve for us because volunteers take a lot of management, we had a few corporate volunteer day groups that were overall pretty great, where volunteer coordinator, Revits a have 20 volunteers from electronics companies that need something to do do you want them to come and pack boxes I said absolutely have so many boxes to pack sent it to me we had to figure out how to train them on that and supervise them while doing that and while over a those very very helpful there was one time when somehow one of the volunteers slipped through the cracks impact about 40 boxes of the course of the day as far as I could tell he was just taking chunks of material from whatever he felt like and sticking them in boxes it did not go from

right to left or bottom to top I have no idea what he was doing nobody watching but that took me three weeks to sort out. So assuming that mostly you'll be utilizing staff for this we both worked really hard to get the rest of the staff onboard so we were managing the project for specific collections but everyone was involved in the project so first step is to communicate our needs with leadership we had regular moving meetings which was great and during one of these meetings we went to leadership and said hey we can't do this ourselves can you assign everyone else for a couple hours a week to come and help us which they did which was great but that you have to get your coworkers aboard and I say bag and bribe is what I did I made a lot of cookies and bought a lot of Candy and gave out prizes we had pack of thoughts we ended up with seven or eight of them for the virtual audience and Susan modeling her prize most boxes [Indiscernible] so gave her a box a bag of boxes [Indiscernible] most boxes and pack up on people come for an hour a day and on a given day everyone come for our packing boxes maybe they could and turned into a race to see could pack the most boxes over a few months we ended up with a couple people got into like a real rivalry with that and outdo each other and we talked point for inaccuracy so everyone did a good job and to recognize that everyone can contribute in some way I mentioned earlier there was a couple people can do the physical at the one ended up taking my regular reference ship and I was free to more the physical stuff but thankfully am able to do. This is most of us in the old reading room after we were done. Looking back on this it was a heckuva project but it really turn into a building exercise I think we all really learn to rely on each other of the course of 20 months and it's a volunteer we had an don't think is the one that caused problems they were all great and this was the progress

brother I came up with so early on in the project during a particular slow Webinar I decided I wanted to visually to help us see how far we come each posted notes represents an agency the big ones size of the post is not roughly corresponds with how many boxes we're going to have to pack it if you were the last one to pack or finish packing and move the Post-it note to the other side and we finish packing defense five or six people who helped with that department all came and moved it at the same type it was [Indiscernible] posted in my office the whole time. And take away is you are in it together.

>> Getting back to actually working and moving the actual physical items we talked about how the difference when a state docs was actually moved on book trucks and federal documents were put up boxes were moved to new climate control pod so we were looking at the equipment that was actually needed to for the move. That was in the constraint of budget limitations so being a state agency we had to deal with the parameters of state contracts and the limited funny we had so we did not get 150,000 actually if someone else move those as mentioned earlier in one of the things that was problematic when I decided not to use boxes for state docs is book trucks we don't have all the same type of book trucks and over nine floors they are scattered throughout so one of the first things we had to do was actually count on the book trucks do we actually have it we did not know the other thing is what types of book trucks are going to work best so I was looking for the flattop book trucks that seem to work real well because they would be wrapped in plastic and

if you imagine I was putting on items on book trucks and hauling it they were actually going to be wrapped otherwise the material that we had to do an inventory and quality check and also we didn't scissors with nine floors we decided they needed a central location to actually put the book trucks and that was something that we had to consider when state docs was moving the book trucks and I talked about the cost versus benefit of materials and one of those things that with sub docs we were using non-archival materials or boxes they were cardboard boxes

and again that's due to budget limitations and one of the challenges I think at least from my perspective or merely a is if you're moving that much federal documents collection how many boxes you will actually need so she had to do an assessment and I believe we bought over 15,000 boxes so those are kind of the what we are dealing with as far as moving equipment and the strategies we used and if you want to

know what boxes look like after they've been assembled this is actually an old reading room that is no longer being used we used it for genealogy at some point and this was the reason why we had them assembled before we were actually packing it was easier to go ahead and pick those up and go to the section we needed to pack and that was helpful. 12 those things pretty

-- let me go back. This is another picture of the images as far as moving and use equipment on left outside is the actual state docs on book trucks they were numbered in being hauled in a straight track by ACI Arizona correctional industry staff and on the right-hand side is our new shelving in the new Clinic control pod and that's actually the oversize salvation for state documents. So the take away here is the devil is in the details. >> We did get to hire people to help with some of this process but they turned out to be both an asset and challenge because they were not professional library movers and the different groups of people we hired have different limitations so there's a correctional industry that moved state tax they could operate on a limited schedule there working for various state agencies and can only work certain days and certain times we had to work around that another company we hired was unpredictable sometimes a number of staff and availability of their trucks or availability of someone to drive the truck was very day today we could not plan that was a bit of a struggle and then the building we moved into we share with the state archives and it is a very secure building. They work hard to keep bugs and mold another thrust of materials out of the building whenever you bring new material into the building that needs to be expected for bugs and mold any evidence of those things and then there's the inspection process and have to build that time for the inspection process it to the time we hire to do the work so smart management staff oversight was a big deal have enough staff available to accompany the movers at any point so another thing about the secure archives building is at the hired help could not be without staff oversight at any point in the building they could not ride the elevator without staff either in the elevator with them or at both ends so that meant that staff had to spend some time working with them and then

we also had to trade staff in various things like the infection process we trade several staff and operating the loading dock you got to learn all sorts of new things but it was also important to delineate what staff will not do so there was one day when the company we hired to move the boxes only sent one person and so that was the day that we had a lot of things move that needed to be put onto high shelves and it was made pretty clear we cannot have our library staff lifting the boxes up to this person on the latter or vice versa so it was not we were not going to put staff into that physical risk we could hire people to do it so we did not get anything done that day so flexibility and adaptability is what helped us here. This is an action shot of the inspection process on the loading dock this is state publications moved on carts, there's BMI cargo shorts and then to other staff members but three members of the Arizona correctional industries may before we had to bring everything out to the loading dock and expected all before we could move it. Take away is we did a lot of preparation for the move and things still came up another story is that we had hired correctional industry people want time to move a bunch of FedEx boxes from one floor of the building to another so we could keep packing and I had very carefully label all these valves where they needed to move these materials doing the boxes are labeled and that box and call numbers and realize quickly the people doing moving at literacy skills and could not read where to put boxes we had to have a staff person there pointing out where they had to put each box. >> The final challenges strategy we will talk about today is predicting future needs so not just for moving the material we have to consider the future of the material and where it will set it we need to actually figure out the space we will need for future state docs specifically I decided I was going to use the next five years and what I needed from there and when you are thinking about that I showed you some oversight shells that you have to also think about the types of material you will be moving oversize and microfilm stored may also be considerations you have to think about and getting those things moved as well and how much space do you actually need and again looking for that long-term kind of outlook of the material

and where it will be housed to make sure you have enough space so how do we do that? We were looking at dated to actually try to predict as best we could to make sure we would have a. Specifically for the Arizona's day public collection I look to

look to what they produced in a year and did some estimations

they are definitely some agencies like the legislature auditor general producing much more material than say the Department of safety so I took that inconsideration and try to project out five years how much space that material would take. I in tracking those trends and new materials and getting symbols agencies it was more of a combination of what the gross is going to look at how much space if you can imagine shelving when I did is actually marked out shelving that Julie blank so when we are putting material back on the shelves, looked at the legislative of that particular collection I would count so many spaces of white height I use the date to leave that blank for future growth so when you are talking about packing you are packing for the long term as well matches get the material moved in a short run and the other thing we did this was helpful for advocacy of where the material went we the federal documents collection actually they had discussed putting this in a warehouse in a building we currently his staff is in with the old building 1938 we actually purchased data loggers that we are looking at humidity levels and temperature levels that were in that incomparable to the current climate control Plaza material was moving into and we looked at preservation status standards and based on the information we're getting from the old building we try to predict how long it would be before the material started to deteriorate and that was helpful for us to have advocate

for the best scenario to put those collections that I think we could agree in the long-term weight actually one out being able to put all the collections and the climate controlled environment. So right here is the federal documents collection of the shelving in the 1930s eight addition building and on the left sorry and on the right is the new shelving and climate control pod there is a major difference there. The take away is learn as much as you can. >> The keys to our success I think we all can consider that we were pretty good sports all through this we were doing supporting self directly indirectly packing definitely I think all of us that could pack we did pack I think except for some other individuals and again Amelia mentioned there was others that who couldn't pack actually took over some reference role responsibilities

and we all had this can-do attitude I think it was also like even though we were given this task to do at the beginning looked surmountable I think we all can-do attitude like we are going to get this done and show them we could do this good communication is key regular moving meetings were very helpful and run into issues that we had not anticipated it was a good way to talk how can we address the challenge that we could never see in that happen again key to success we had a new climate controlled environment for all our material I think we are all happier that we know that preservation -wise that will be there for the long haul so that climate data was essential and we started tracking as soon as we knew we were moving and purchase that data logger and that allows us to advocate for ourselves and our collections and a final thing to our key success we were in Phoenix Arizona so that means as a good friend of mine would say it is usually 94 in sunny non-in January but that means it is not going to rain every day so that helped us and I know that's a challenge for people in different parts of the United States don't have that benefit. So what would we have done differently if we could do it again I think all of the things we talked about all the things we do differently can be summarized by have more time and money in with more time and money we could've gotten better supplies and could've house the federal documents and acid-free boxes and love to do that we did some research in the climate control they moved into we think will be pretty solid even though they're not the acid-free boxes that we didn't have some acid-free boxes the more fragile materials and it would have been great to have the entire collection and those in with more money we could have Ed printed box label instead of having the staff write the box numbers and call numbers inside box of what a night of luxury and more time for preparation we decided that keeping the actual movie time short was pretty helpful so we had more

operating out of two buildings for very long period of time but having that's based on a properly would've been helpful we had for weekly one week four times we moved the state publications card and did it once and had a week to reassess and prepare for doing it next time and when removing the federal document box of we are moving much more quickly had a certain number of pallets of boxes we needed to get moved per day and if you fall behind I wanted and you don't have as much time in working pretty hard to catch up. We -- superseded materials and docs I don't think had been couple titles getting pulled regularly but then lots of materials that were eligible for discard through the superseded guidelines even though we had regional that had just not been we did had happening a lot down there was a lot of potential to do some of that movie but did have to reassess Pro say I don't have time to pull this if I want to get a pack at time of had more time could've done more of that and ultimately and would have spent more time talking to other libraries who have dealt with similar situations and do literature review and didn't really feel we had time to do that we dove in headfirst and had to get it done it would've been great to hire professional movers especially professional library movers and better volunteer management there's a lot of potential for volunteers to help with a project like this but they do take a lot of preparation and communication. Overall we accomplished a lot this is me and my coworker Thad moving last agency and finish packs -- 13,850 boxes of federal documents and finish packing by the original deadline of June of 2018 and got an extension to move things which was helpful and during the project and also we moved about and moved another 1500 boxes that were packed and moved packed about 200 cards of state publications moved another 500 boxes of on catalog backlog materials in the collection 54 microfiche cases and [Indiscernible] entire process no injuries. Only five boxes missing losing track of five boxes and process but have stacks of boxes of office supplies and files and things that I think we found one of them so far but I'm sure the other ones will turn up. Here's an after shot on the left this is climate control pod with federal documents in nice rolling book shelves this had held public records the shelter built for boxes and were going to stay in boxes and on the right you have this is really more [Indiscernible] state publications organs -- wonderful climate control then basement of capital after shot Post-it note Board still have displayed storage room now summary of our takeaways we have time for questions and our contact information if you have any part of the process have our business cards appear. Couple questions in the back.

>> [Indiscernible - Participant too far from mic] >> So important to note [Indiscernible] only going to be staff access to materials it is pretty high we do have nice letters we can use to access materials and will be the public going into the stack anyway.

>> We are a state agency in the case of Arizona we are limited under that knowledge even as staff so I'm not sure what the budget was we were meetings and advocacy of things we actually need we want to our leadership and said this is what we need and had to rely on them to see whether it was doable or not I know that's not a good answer but that was parameters we were working with. >> The second question what was the budget for the project and the first question was referring to the photo on the left noting the stacks are quite high and wondering if they are relatively accessible the material is accessible? >> We have a virtual question do you plan at some point to begin to replace the boxes with the acid-free boxes -- absolute yes we still have some acid-free boxes that were purchased for previous collections or storage things we've been weeding materials out of and when we get through those I plan to start attempting to purchase requesting to purchase more acid-free boxes and also have a small section of

actual bookshelves that I'm going to move some of the federal documents especially the more fragile materials onto actual bookshelves.

>> [Indiscernible - Participant too far from mic] >> Can we talk about moving microfiche and maps the maps actually got moved before I started which was great and we did move a poster case so for it is for [Indiscernible] that was a fun one and we pulled the drawers out impact them bubble wrap and packing material took giant saran wrap the whole thing in those removed by correctional industry physically move the cases and drawers and put the drawers back in and the microfiche cases we had professional movers relocate those those were that was a project because they turned out to be they are very heavy and we did try to communicate that with movers and had them show up on the day and say these are heavy and we told you that but they did get successfully professionally relocated and did not have to deal with those we briefly considered how much of a project it would be to pull all the microfiche out of the 54 microfiche cases and tried to keep it in order and re-house and I said no thank you we will not do that and so we did not do that.

>> A virtual question and why did you decide to keep things in order instead of high density arrangements primarily because only about half of those materials were catalogued so actually it was suggested to me by my predecessor that we should go through pull all of the catalog in barcoded material and set it up as a high density arrangement and [Indiscernible] put it back in order and do a second passive collection for the on catalog material and box it in shelf order and I decided that would take didn't want to do [Indiscernible] we can make sure they get back in boxes they need to go in. Then >> [Indiscernible - Participant too far from mic] >> Question was about oversize material and how we boxes so we had already a section of oversize materials on oversize shelves and that the rest of it on regular shelves that turned out the shells was small of everything that been on a shelf fitted to a box which was great but then the oversize material we actually did a first pass some things too big for the shelves would fit in the box and we boxes in those are a mess because now they are separate from the rest of dad kept them in the oversize area but separate from the rest of the oversize he wants catalog are indicated as being oversized and the oversize location so eventually will go through and integrate those to the rest of the collection in the oversize materials too big for the boxes we -- put them on flat but CARTS the giant saran wrap and had those moved by correctional industries and shelled them in the box shelves you see on the left we took one range of those and then like a grading but set the oversize material on them.

>> How are your in each box that entirely dependent on what when in the box I told everyone at the beginning the goal is to keep everything in order the box if you can't do that you can't do that so for some of those nice hardback bound books those were easy to pack and we had actually debate over do it signed up or down and spine down would be better for longevity material sign-up because did decide what the [Indiscernible] summary of the materials all those .2 General publication category those are often sorts of sizes and a free-for-all get them in the box in such a way that they are not going to bed or shift around a bit and not get crushed and be in the box looking for a particular item and have to look through one box material as bad as it will get. And then next question high Susan from Caroline Greencastle Indiana

>> Hello Carolyn and next question integrate new select numbers in correct order and [Indiscernible - Poor Audio] >>

Hello something where any new material would be at the end congressional record space on the shelves in earlier boxes and space in the boxes now that there on shelves doing a box apart to sandbox

number in part two backing it on top and stacked boxes on the shelves agency for no longer publishing we double stacked them and if it was like congressional record and [Indiscernible]

>> [Indiscernible - Participant too far from mic] >> Question do we feel there's a significant saving of money having done the product ourselves instead of paying professional movers to do it and the answer is I actually would love to do that analysis and have not done it yet to see how much staff time was spent on the project and then we did have several budget line items related to the move that if we hired professional movers could've gotten wrapped up in there I'd love to do that eventually hopefully we will and I can get you those numbers but I do not have them. >> I would comment that the department Chief Financial Officer when they were looking at this saw significant savings but I'm not sure they were accounted for staff time and how much it took and it looks very differently from a different perspective. I will have to say that Amelia was talking about how we were given examples of 30 pounds to a box which was helpful if anybody else is going to do that she also had a session on how to write's difference between one and seven is important because we all have different types of handwriting I don't know how she dealt with it but I give her a lot of credit. >> I dealt with it by deciding at the beginning what we do and give everyone a hard time till they did it my way. Knowing the materials would live in boxes for the foreseeable future we figured it was important to read the numbers.

>> We all kept our jobs for the entirety of the move so if that's a concern it's something to take into account. >> Thank you everyone for coming and feel free to grab the business cards and email us anytime if you're dealing with a project coming up. [Applause] >> If you'd like to see my spreadsheet I'm happy to send it to you. >>

>> [Event Concluded]
[Event Concluded]