Please stand by for realtime captions.

- >> Hello everyone this is Ashley Dahlen at GPO. I am breaking into give everyone to set the volume on your speakers. We will get started in about nine minutes.
- >> Hello everyone this is Ashley Dahlen again from GPO. Just to let you know we will get started in about five minutes.
- >> This is Ashley doing one final audio check. We will get started in about two minutes.
- >> Good afternoon and welcome to the FDLP entitled what is the code. John Martinez at the office of the before we get started a few housekeeping reminders. If you like to as the presenter if you have any technical issues please feel free to use the chat box located in the bottom right-hand corner of your screen. I will keep track of the questions that come in and at the end of the presentation John will respond to each of them. We are recording to each of them and we will send a link to everyone who registered for this webinar. We will be sending you a certificate of participation using the e-mail you used to register for today's webinar. If anyone needs additional certificates because multiple people watch the webinar, please email and include the title of today's webinar along with these names and e-mails of those needing certificates. If you need to zoom in on the slides, like on the full screen button on the bottom left side of your screen. Mouse over the blue bar at the top of your screen so it expands and click on the blue return button. At the end of the session we will be sharing a webinar satisfaction survey with you. We will let you know when the survey is available and the URL will appear in the chat box. We would appreciate your feedback after the session including comments on the presentations any value of the webinar. Now I will hand the microphone over to John who will take it from here.

>> Hello everyone. Let me turn on my video. Thank you for joining in today. Glad that you are here. Thank you for having me back. This is my second month in the row. Today we will talk about the federal code of regulations. Let's talk a little bit about what we will cover in our meeting today. We will talk a little bit about the historical background and the legal basis for the Code of Federal Regulations. Also asked Wayne its relationship to public laws. The Federal Register. And then also within itself talk about the organization of these CFR. Also aids that are available to help work your way through. And where to find it online. A few different places and a few different formats. Let's move on. The historical background and legal basis. The Federal Register during the 1930s. A huge increase in explosion. Rules and regulations that the federal regulations it became very apparent. For the public and agencies to keep track of which regulations where they were, and difficult to expect when the public couldn't find them and wasn't sure something was current. Difficult for the agencies to know what was current. Where became clear did not know which was the most current. Holding people accountable for an there needed to be more organization Federal Register act. In 1936. And at the time to Federal Register this was to be a codification. So that people could look at know that this is current. And follow. So with this going through the register access how the CFR is organize. Powers do fairness and process. Federal Register act which mandated and the code of federal registration -- regulations. As I mentioned last month. Focused on the CFR and its requirements the administrative and other specific acts as a review from what we talked about last month. Congress makes a public law. It is what the federal government wants. The Congress will assign the agency and part of that administration is the authority to make rules. And will propose a rule in the Federal Register and they go through a rulemaking process, where they receive comments and they respond to that comment. And once they go through that process before a rural can take effect it needs to be published again in the Federal Register as a final rule. Now Congress does have time for a short peer to time after a rule goes into effect where they can review it and determined they don't want it and get rid of it. It is called the Congressional review act. Up until this year it has only been used once. It came out in the 1990s. The first rule I believe was late 90s or early 2000 and that was the only one up until 2017. I believe right now we have about 25 rules that Congress has kicked out. That causes some interesting things for us because we have to know in the CFR that these rules are no longer in effect. We can't remove them until an agency actually goes through the

Federal Register that they are either mending or based on the Congressional review. So finally the rules are in the Code of Federal Regulations. That the codification were current rules are found. Let's move on. Let's talk about how the Code of Federal Regulations is organize. First off it contains federal rules that have general applicability to the public and our current and future of fact as of the date specified. We shouldn't have historical rules that are no longer in effect in the CFR. Just current and rules that will take effect in the future. Everything in the CFR has been published in some point in the Federal Register. They are always published as an amendment to the CFR. There always is an advanced notice to these changes in the Code of Federal Regulations and that notice happens in the Federal Register. The Federal Register itself is still published in paper. It is required by law and the paper version now has over 240 volumes. I think right now it is 242. Four books. Paper books. It is a good bookshelf size of material. Where also currently required by regulation to publish it in microfiche, and we have a few users that are still using the microfiche. Who knows, you may be one. Also available online at Gov Info .gov. Later on I will show you that. Let's talk about how the CFR itself is organized. There are 50 titles and a title is broad subject matter category such as environment, defense, defense, public health, transportation. Each title is renewed each year. So every year we publish the entire title. If it doesn't need to be republished we at least republish the cover.

>> Or early on the creation of the CFR, the CFR was first published in 1939. And then they would have supplements that would just show what had changed. And they did that for a while. Up until the 1970s when the entire code was republished every single year. It became very clear we could not publish the entire code every single year. In the 1970s the code code was divided into four groups. And each quarter of the year one of those groups is updated. Titles one through 16 are updated as of January 1. Titles 17 through 27 are updated updated as of April 1. Titles 28 through 41 are updated as of July 1 and titles 42 through 50 are up dated as of October 1. So if you have a set of the CFR in paper on your shelf, you will notice that certain books get pulled out and replaced with other ones throughout the whole year. It is not done all at the same time. The CFR has a uniform numbering system. Although there are some deviations that have been approved. One of the biggest is title III and I will talk about this later on. Also titles 41 and 48 have significant variations from the normal numbering systems. In general, the section is the basic unit of the CFR. That is generally where we site. CFR title by the section it would be something like 12 CFR 303.1. That is a section. The text is then divided into descending levels of units. Let's look at the hierarchy. We have the 50 titles. In this case we are looking at title 12. This is a broad subject area of regulations. Title 12 is on banking. And then we have a chapter. Chapters in the CFR pertain to an individual agency. Sometimes it can be a parent agency, sometimes a child agency but it is one agency that has that chapter. The part is contains rules on a single program or function. And in the section below that is one provision of that program. And then a paragraph are the detailed specific requirements. And that is how these are broken down. Sections be continued up to six levels of paragraphs although we strongly recommend agencies limit to know more than three. The further down you go the more confusing it becomes, the harder it is to amend and ultimately it is harder for the agency as well. This is how we designate them so level one has the lowercase letters in parentheses. Level two are Arabic numerals. Level three are lowercase Roman numerals. Level four our capital letters. Level five are again Arabic numerals on level six are again Roman numeral's and lowercase. You might find some deviations where these are a little different. There is supposed to be uniform numbering throughout, but over the years there have been deviations granted so there are some certain special areas of the CFR that won't follow this exact. Before we go too much further we should talk a bit about Incorp ration by reference. IBR is one agency wants to use a recognized repression entered or something like that. It is already out in the public. And instead of rewriting it in the text of the rule itself, in the text of the rule they will say they are incorporating by reference the book, the standard, whatever it is. And that entity now or that book now has the force of law as published in the Federal Register any Code of Federal Regulations. Congress authorized IBR to enforce voluntary standards already used in science and

industry. And then under the freedom of information act the director of the Federal Register must approve the IBR to give it force and effect. And agency can just do it. There is a process through which they request from Oliver Potts, he is the director of the Federal Register and say they would like to incorporate by reference and then he signs a letter and says yes you may or know you may not. Let me show you an example. This is the international convention for safety of life and feet and this has been incorporated by reference. Although the text of this book itself doesn't appear in the Code of Federal Regulations and this wasn't published verbatim in the Federal Register this bill has the force of law and though it was published in both the Federal Register and codified in the Code of Federal Regulations. So that language in the Code of Federal Regulations where the agency says we are Incorp rating this now makes this law. This one was published in 1986. So this has been around for a little bit. One issue with IBR, many people say why don't you just put it into the Code of Federal Regulations. It is easier that way in that of requiring the reader to go to another website or in many instances have to pay for a copy of it in order to see what the regulations are. The issue is that many of the IBR materials are copyrighted. And with that copyright, we cannot reproduce it on our website and do with that copyright the copyright owner determines how it is available and what readers need to do to get to it. That is one little wrinkle with the IBR. We do have a library where we keep track of it so we know what is there. Agencies should also have this and I am aware of a public library that will keep track of IBR material for readers. That is one wrinkle with this. This is used a lot where there are building standards, those kind of things where there is already an accepted professional standard out there and it that of re-creating it, and agency in the text of a rule says we are Incorp rating this book.

>> That is incorporation by reference. Very important to understand how that works and to remember you will not see the text itself in the Code of Federal Regulations. Just the language that is incorporating that book. Let's talk a little bit about part levels. Part levels have a table of contents of their own. They also have authority citations and source notes. If you are looking at a table of contents and there is an entry in the table of contents at the part level, that means that a new section of regulatory tax has an added to that part in the Code of Federal Regulations. If you go to that section, if you go to the end of that table of contents, you will see authority citations and source notes. The authority citations below the table of contents shows by which statute the agency is making this rule and the source notes shows when it was published in the Federal Register. Let me show you some examples. This is for title 21, chapter one. Part 514. For part 514, you can see the table of contents for that specific part and this is actually found in the text if you look in the book this will be there. And you will see that 514.117 was added to this table of contents. If you look below that, the area that is highlighted in green you will see the authority citations. The authority citations shows 21 USC 351352, and so forth. Those are the statutes in the United States code where Congress gave the authority to make this rule to the agency that is making this rule. Below that the source shows 40 Federal Register and then the page number. This was back in 1975, this section appeared in the Federal Register and that was later added to the Code of Federal Regulations. This is how you can keep track of what is going on here. At the section level, there are also source notes and authority citations. But there is no separate authority citation for the section because the section is part of that part. You need to look at the authority citation for that whole part. However sections do have their own source note to say when that section in particular was published in the Federal Register. If that date is different than when the part first appeared then you know that section was added later. Now you will see here this is an example, title 21, Chapter 21. Sub Part B, we are specifically at section 514 part 117 and then you'll see at the end of that there is a source note that sites the final rule in 1998. Let's talk a little bit about the paper version of the Code of Federal Regulations. It is in 242 volumes currently and each volume is bound in softbound paper. Here's an example of one. This is title 32. From 2017. This one hasn't been updated yet for 2018 because it is in the third group. It is in the second group. This one hasn't been updated yet. You'll notice that there is a color. It is orange. This is title I from this year. Title I is in the first group so it has already been published

for 2018 and it is flints colored. We have different colors for the year so you can distinguish which year. When they are on the shelf you can see which ones have been replaced and updated for this year and which ones haven't or if you are keeping all the years you can see the whole entire years by the color. And we have some examples. We have been doing this since the 70s. I have a list that goes back to the 1970s of what the colors are. We keep that list so we try to keep similar colors further apart by a few years so they are not next to each other on the shelf. 2012 they had update Slate. Sometimes we think of fun names for these colors. That one was dark gray. We have a Pacific color if people are interested in that. That one we wanted to call it Ray Gray because Ray Mosley was the director and he retired that year. They wanted to call it Ray Gray but they didn't, they called it up date slight. 2013 was regulatory read. A really pretty brick red and they chose that one because that was the 75th anniversary anniversary and so they had a nice seal on the cover and the red really matched well with the blue seal. 2014 was Charlie purple. The new director at the time and purple was his favorite color. I got to select the next one. I was the brand-new managing editor at the time. They had already selected the green family and I got to select which specific green so they decided to call it Hiram green since my middle name is Hiram. There is not another Hiram so we called it Hiram green. Royal blue, we called that one consensus blue because there were three of us and we all three came up with the exact same color at the same time. No fight over the color that year. The color last year orange was done to match a candy wrapper that was very popular at the time back in the CFR unit. And the Flint we chose because it had been a while since we have that color. Fun stories of I am frequently asked how do you choose the colors? We choose it during the summer. And each year as a little different. It is a fun part of this. And it's a good way for us to distinguish on the shelf the different colors. Online you won't do that and it does help in the physical paper books. Let's talk about title three. A very special title. Title three is actually not codified. It is compiled. It is not produced in the unit that does the rest of the Code of Federal Regulations. It is produced by my presidential unit because they work closely with the White house. Title three is specific the documents from the Protestant. So this contains the executive orders, proclamations and administrative orders that were published in the Federal Register during that year. What do I mean by it is not codified, it is compiled? We put what was published in the Federal Register by the President here for the whole year. Each year at this is a completely different book. Unlike the codification's where where they just have the amendments to update to that book, this is a completely different book every single year because it contains the presidential documents that were published in the Federal Register during that year. This one is important, if you are throwing out the old years, you don't want to throw out title III because it is different every single year. It has instructions on the front cover saying don't throw this out. Tail three is an annual compilation, this volume should be retained as a permanent reference source. We also do to note it with the color. It's colors are reversed. If you notice here. The regular CFR books are color on the spine. This one is orange on the spine. This one is orange on the front and white on the spine in the text is reversed. So this is how you can tell that although it is part of that year because it has the same color, it is done differently to show that this one needs to be kept even if you get rid of the other one when it is updated. And title III is also organized differently because it is just organized by Executive Order, proclamations, and administrative orders. Also some other --

>> Let's talk a bit about research tools in print and online that can help you. What research tools are in each printed volume of the CFR? The front of each CFR volume you can look for table of contents. There is some preface material. And then there are tables of contents for the title, subtitles, chapters and subchapters within the book. So that can help you. Here's subtitle a, and here's chapter one. There are multiple table of contents, it's important to know which table of contents you're looking at. Because there are multiple tables in each book. Also at the back of each book, you can look for some reader aids that are useful. So have something called finding aids at the back of each book. And we have a table of CFR titles and chapters, and this is for when this book was revised. This one in particular is as the entire

CFR looked in July 1, 2017. Also an alphabetical list of agencies appearing in the CFR. Again, this is as of July 1, 2017 for this particular book so it's important if you're looking in the paper book that you see what the revision date is. This book doesn't have one, but if if there were a lot of changes to rules or rules were moves around within the code it could have a redesignation table. And also a list of sections. I will explain more about that as we go on. You can see an example here of the table of contents to a subtitle. When you opened up a book this would be there. So it shows the page numbers for the beginning of each part. And then when you go to the parts, you would see a part level table of contents for that particular part. And that table was the sections in the part in subpart. So the table of CFR titles and chapters, that is at the back of the book. A list of all the CFR titles, some titles chapters and parts in numerical order from titles one through 50. It is the entire code, not just for that book and includes the name of agencies assigned to the CFR chapters. It is also important to look at that revision date. If you want a more detailed list, that is is available in another publication. Called the CFR index and finding aids. It is a separate publication and looks like this. And it has a much more in-depth -- it has subject area where you have -- we have the CFR index itself that is broken down by subject. And there is also a parallel table of the 40s in this book and that shows where United States code which parts of the code gave the authority for the rules in the CFR. A very useful tool if you want to TrackBack where an agency got it's authority to make a rule. And also a list of CFR titles chapters subchapters and parts. This one is more detailed. A very useful tool. This is available in paper and starting last year it was also made available in PDF on Gov Info.gov. Let's talk about a list of all agencies that publish in the CFR. References to sub agencies are also given and the location of regulations by agency and subagents appear in the CFR by title, subtitle and chapter. As I mentioned before redesignation table helps you locate part of sections when an agency has done some massive renumbering or some amending that causes tax to move around. The table appears in the preamble and has been included as a research tool. Not every book has one of these. Just those where it was needed. List of sections affected. Each civic CFR volume has a list that helps you track the amendments of the CFR volume for the previous five years. And it gives Federal Register page numbers so you can go and find the specific Federal Register. It list the type of amendment and the text affected down to the paragraph level. For earlier years you can use another publication called the list of CFR sections affected. It looks like this. It is published each month so these are this years. This one is -- this one is January. And then this one is the most recent one. April. And with these, once a quarter, so March, this one is the annual for the title 17 through 277. It says on the front cover. Remember, once a quarter, one quarter of the code is updated. This would be how you keep track of what happened during that quarter for that specific group that was updated. Also a useful tool and you can use this in coordination with the CFR it self. And again it is colored in accordance with the year. This is last year's LSA and this is this year's LSA. And so does the CFR index, they both match. >> Let's talk about where we can find these online. The CFR books themselves as I mentioned are up dated once here. After they are up dated and printed, an electronic copy is made available on Gov Info .gov. They are staggered for the four groups, and this this is available from 1996 through the present. Let me show you those. Here we are at Gov Info .gov. If we go to -- right here to A-Z. This is how we browse in Gov Info. Code of Federal Regulations. And we can look here for Code of Federal Regulations 1996 through present. And here we are. We have 2018, and 2018th we will they had two groups published so far. Actually only one, we are in the process of doing the second group. You see we -- we have 19, 21, 24 so the ones that aren't here are still in production. Maybe they haven't been printed yet. All the books don't get published all at the same time period. Within that three-month period, a little bit of a stagger of when the books come out and they are not in any particular order. It is when they get to press and after they go to press they are put here online. And you will see for title I, which is a slender title, this is the entire book. It is quite slender. You just have the one PDF here so you can click on that. And it will come up as title I. I should point out that is there is a digital signature here so this is true and correct and it is actually authentic and official. And then we can see the text itself. Table of contents and

then here's the chapter, table of contents, there are multiple tables so you want to know which table you are looking at and here's the text self. So these are in PDF. They do also have text versions and XML. Let's go down to title five. Title V has multiple volumes in the title because it is too large to fit in just one book. So if you click on download volumes you can see that there are --

>> If you go to earlier years, you you can see that it is completes with all 50 titles. And then it also has the CFR index and finding aid. Orange one for 2017. Those are back to 90s -- 96. These are PDF versions of paper and these are considered official and authentic. And that is where we find those. Those are the CFR books online at Gov Info .gov let's talk about the electronic Code of Federal Regulations. The E CFR is available at E CFR .gov. It's very important to understand that at this point the E CFR is considered unofficial. However it is authoritative. It is correct. It is just legally there are still more hoops to jump through to say this is official. The paper books are actually based on the same files that create the ECFR everyday. It is authoritative. We just can't call it official yet. Here are some points to the ECFR. It is updated daily on business days. And in court rates all the changes. This includes links to publish amendments. But were published in the Federal Register. It's a heads up to the reader to say a look this way today but a month from now this is what it is going to look like. We try for a two business day delay. If there is a large volume that came through but we do try for a two day delay. I think Friday the 18th. There is a point in time future that goes back to January 1, 2015. And it is fully searchable. And you can also search by his Pacific category. CFR elements. Let's look at that. Here we are. This is www. ECFR .gov. The ECFR website. First off if you want to browse, you can come here to the drop-down and you will see the 50 titles that are here. Let's go into title 12. You see that there is a table that sets up the title. Which volume. That is which paper book. Currently the elect tonic files are patterned after the paper books. And the chapter and the parts. Let's go here to parts 200 to 219. You can see here the table of contents. You will right after the number and name there is a link that says a link to an amendment published. So on May 9, there was an amendment published in the Federal Register that this is going to change. It is not yet in effect so what you see on the screen is how the rule currently is. But if we click on this link it will show us what will change. It shows here amended by removing paragraph E. Go back here all of this here is going to be removed. That is what that means here. That is a heads up to the reader that yes this is what it is today but in the near future this is going to change. There is a search feature that you can use that also have more advanced search features where you can use [Indiscernible] or proximity. Something else that is interesting is if you click on latest updates this will show the latest updates here. This is for Friday. As I said we are about two business days behind right now. The latest information in here is what was published in -- on Fridays -- the 18th Federal Register. And one other thing to note here, they do have browse search previous. Right now we are in the current. If we look on this gray button, it takes us to a month and year. Here we can do a little time travel and see what the website looks like on a particular day. Let's do May 22nd. Let's go to 2016. Now we are looking at what the website appeared two years ago from today. We will see rules as they appeared on the website that day. This is based on the website. The website is about two days behind the Federal Register so it's important to know that, I understand understand that and also understand that certain rules may take effect over a weekend and they wouldn't be added until the work day. This isn't based on the effective date of rule. Not necessarily saying that rule is in effect this day, it is what the weather -- website appeared that day. If there was an emergency rule that had immediate change, it wouldn't be here yet. For most rules this is current for that day. But there are the few cases where you would need to look carefully, is this truly were active of the effective role for the day. For most rules it is trustworthy. This is basically the ECFR website. And as I mentioned it is not considered official but you can trust a, just just can't use it in court yet. But we are working on that.

>> We are working on a new ECFR website and this is the same contract we use for the Federal Register .gov website. It's address is ECFR dot critical juncture .org. Is this the first time I am telling people outside of government is here. Please keep in mind this is under development. We are still working and

tweaking some things. You are welcome to go and look at it and if you have questions or comments, please let me know. One major difference is this is based on the XML that GPO puts together every day for a bulk download. And being and XML there is more capability to do things with the tax, with the data that is here. One thing we can do is show recent changes. Also compare feature. And then once this website is live and up, users can create a personal account for notification related to there my FR account. Right now there is a subscription service for electronic notification of things that get published in the Federal Register, there well will be a similar function for the ECFR website. Let's go and look at that. Here is the website. Not quite as pretty yet. We are working on that. We can come down and looks different. One thing you can see there are no changes or few changes. Very quickly we can see what has changed in the last two weeks. Let's come down here. One thing they have here is you can does play the full hierarchy to see how all of these things that were amended fit into the rest of the of that wasn't amended. Some people said they would prefer just to see what has actually changed. You can see here the 2013, that was the one we already looked at on the other website. Here it is again. And it also has a link in this link will take you directly to the Federal Register. If you want to browse this, you can come down and let's go back to title 12. Let's go to 303. This is presented a little differently than the other. Let us know if you like this presentation. One thing is you can hover over and see which sections are in particular parts. One thing on this website, if you click a number on the left like a part number it will give you another table of contents. If you like to write it will give you the text. It is possible you could get multiple section showing by clicking the right. We will go to 303.2, definitions. Now I will show you the compare feature here. I know this was amended back on April 24, and I want to compare what was changed. I want to come to compare dates. I will leave today's date and I want to click here and go back April 1. I want to see what it looks like there. You have to click compare dates. They are working on that. And then you will see that the tax that was removed is highlighted in one color and the new text that replaces it is in a different color highlighted. This was created on the fly by the system. Comparing the X amount of the text as it was too XML text as it appears today. You can see down here. And down here on the source note you'll see highlighted and they are showing which Federal Register issue these changes came from and if we like on that, it will take us to the Federal Register and if we go down to the mandatory language we can see indeed the mandatory instructions that are here in this Federal Register document are the changes that were made here in the Code of Federal Regulations. There is a search feature here and it got some pretty nifty tools with that as far as looking for specific dates and other things. Also recent changes. Again, you can limit it just to what actually changed or display where it falls in the whole hierarchy, whichever view you prefer. Also have corrections from time to time. And that itself needs to be corrected. I will let them know that. Again, this is under development. You might find some glitches and click on something where nothing comes up. If you I met feel free let me know and I can pass that onto the contractors that are working on this website. We don't have a date of when we are aiming to have this,. With the XML there were a lot of new things we had to do right how we were going to approach it. It is taking a little longer than we thought that it does have the potential for some very interesting new and different ways to present the information and also help people understand what is going on in the Code of Federal Regulations. So that is the new ECFR website that is currently under development. And here are all the website that deal with Federal Register and code of rhetoric regulation things. And with that, I will say thank you and.

- >> John, this this is Ashley. We do have a couple of lessons I have them in. From Pamela. How long should each list of sections affect would be cap?
- >> Are you talking about and of the corridor ones or the others?
- >> I think that she is wanting an overview of.
- >> What I would do is keep a full year of the Ellis they and then as the next year comes in, replaced the January February but keep March. At the March is the annual. That when you can keep forever. And why you want to keep those were out of the year is that between those for you can see what has happened

throughout the entire code. That group is cumulated. Like and this one for March, the February material is all cumulated and it is all there for March, for that one group. There are four groups in there. If you keep after the year has passed, if you keep those for monthly ones that show on the cover, like this one, save this issue, I was those permanently. Those four issues for the year.

- >> And from Margaret, when looking at changes in the critical juncture ECFR why have you off the choice of two different color sets to highlight the changes?
- >> I believe part of that was people of color blindness might be able to see better or not. Something that the vendor had done and the -- that was my understanding is that in case people have difficulty seeing different colors together that they could have a better choice.
- >> A random comment, my husband is colorblind and he really appreciate that. Some of the color combinations, he can't tell them apart. That is all the chat that has come in thus far. Wait one second, some comments comments coming in for Melissa, can't wait to start using the new ECFR. She likes the hierarchy and ability to see the changes in one place. As opposed to having to go back and forth between the volume. If you have any quest is, you can collapse the participants view and expand the chat view. I do not see any questions thus far. Bear with me here. I will grab the webinar survey. I have just put in the URL for the webinar survey. We appreciate your feedback on the webinar. And you are getting a lot of really good feedback. 'S the Mac good. Thank you. I really enjoy this, and it is nice to meet people who understand what I'm talking about and are actually interest did and what I am talking about. I don't always get that in this line of work so I do appreciate it.
- >> I'm not doing any more questions, so with that, I I think we will go ahead and sign off. Thank you very much everyone, appreciate it.

>> Inc. you. Thank you. [Event Concluded]