**Transcript**

July 16, 2024, 9:55PM

 **Kracker James** 0:19  
Hello, Cindy.  
Hello, Sarah.

 **Cyndy Kagan (she/her)** 0:22  
Hey, Dan.  
Thanks, Sarah.  
Can afternoon.

 **Alanna Hein (Guest)** 0:58  
Hi, Cindy.  
Hi, Sarah.  
Hi, James.

 **Kracker James** 1:04  
Hi, Alana.

 **Alanna Hein (Guest)** 1:08  
Sarah, is it hot?  
Where you are.

 **Sarah Reynolds** 1:13  
Little bit.  
Almost 100 today, yeah.

 **Alanna Hein (Guest)** 1:16  
Ohh yeah, that's hot.  
Yeah.  
I always feel sorry for the dogs with their little paws on the hot sidewalk.  
Hi, Jennifer.

 **Woodward Jennifer A** 2:03  
Hello.  
Hope everyone's staying cool.  
That's supposed to get hot again.

 **Alanna Hein (Guest)** 2:15  
Yeah, we're just talking about that.  
It's 100 rosarius.

 **Woodward Jennifer A** 2:20  
Ohh dear.

 **Alanna Hein (Guest)** 2:25  
Or close to 100 you said close.

 **Woodward Jennifer A** 2:30  
Let's see what we have.  
We're at 91.

 **Alanna Hein (Guest)** 2:45  
Hi, ginger.  
Hi, Derek.

 **Patterson Derrick C** 2:49  
Hello.

 **Alanna Hein (Guest)** 3:35  
Hi, Chad.  
Hi joy.

 **Joy L. Goodwin** 3:38  
Hello.

 **Alanna Hein (Guest)** 5:03  
Hi, Lucy.  
OK, it's 3:00 o'clock.  
So we're going to get started.  
Welcome, everyone to the House Bill 2420 work group.  
Umm, my name is Alana Heine.  
I'm the facilitator.  
Umm.  
Couple of things that we do when we start the meeting, go over the ground.  
Rules do introductions.  
I'm remind everybody that this is a public meeting and it's subject to public meeting laws.  
We are recording this meeting and.  
The people who are invited to speak are the people who are members of the work group and those are the people I will ask to introduce yourselves and the Cindy's gonna drop the link to our library of information and resources into the chat.  
Umm.  
And there is a very extensive list of library of resources and information frequently asked questions.  
If you haven't visited visited that resource yet, I'd encourage you to.  
It's very comprehensive and includes all of the work that we've done in this group and the presentations on that you've that you've seen and notes from all the panels.  
So please know that that's a great resource.  
For all of us.  
The ground rules for the meeting let the facilitator facilitate share the air, participate and engage.  
Use the parking lot, which means we will note anything that comes up that isn't kind of on point of the topic that we're on, ask questions, listen to understand you use the raised hand function to speak that specifically for work group members.  
Use the chat to share links, not for ongoing commentary, and only work group members can speak or post in the chat the meetings.  
As we said, will be recorded and the notes will be sent out within two weeks.  
Any questions about the ground rules?  
You've all heard them.  
You probably could recite them as easily as I could at this point.  
Umm.  
So let's start with introductions.  
Just to shake things up, we're gonna start at the the back end of the.  
Alphabet, so that has Jennifer and then Wally and then Paula, as the first three people.  
Jennifer, you willing to start us off?

 **Woodward Jennifer A** 8:02  
Of course, have been.  
Good afternoon, everybody.  
Happy July 16th.  
I'm Jennifer Woodward.  
I'm the state registrar manager from the Center for Health Statistics and Happy to be here.

 **Alanna Hein (Guest)** 8:13  
Thank you, Wally.  
Then Paula, then Sarah.

 **Wally Ordeman (Guest)** 8:17  
Hi everyone, Wally Orderman, executive director, Oregon funeral directors association.

 **Alanna Hein (Guest)** 8:23  
Thank you, Paula.  
Then Sarah, then Derek.

 **Soles, Paola** 8:27  
Hi, my name is Paula sales.  
I'm.  
I work for Clackamas County Public health and in church or better records.

 **Alanna Hein (Guest)** 8:39  
Derek, then Joy, then Janet.

 **Patterson Derrick C** 8:42  
Hi, everybody.  
Derek Patterson, I'm the county liaison to team Billies.  
Onto the counties for the state voter records office.

 **Alanna Hein (Guest)** 8:51  
Thank you, joy.

 **Joy L. Goodwin** 8:52  
Hi, I'm joy.

 **Alanna Hein (Guest)** 8:53  
Then thank you.

 **Joy L. Goodwin** 8:53  
Good.  
Yeah. Sorry.

 **Alanna Hein (Guest)** 8:55  
Go ahead.

 **Joy L. Goodwin** 8:57  
I'm joy Goodwin.  
I work for Douglas County Clerk's office and I am the county vital records.

 **Alanna Hein (Guest)** 9:04  
OK.  
Janet Hoyle and then Ginger.

 **Janet Fredrickson** 9:08  
Hi.  
I'm Janet frederickson.  
I work for Josephine County Public Health and I supervise the vital records.

 **Jael Barron Garcia** 9:19  
Hi, my name's Hail Baron Garcia.  
I'm with now here, County Health Department and I work.  
I'm a deputy vital statistics register.

 **Alanna Hein (Guest)** 9:30  
Thank you, ginger.  
Then Lucy, then Chad.

 **Ginger Cerola - Jackson County** 9:35  
Hi, I'm ginger sorolla.  
I work for Jackson County as the lead deputy registrar.

 **Gibson Lucyann S** 9:43  
Hi, I'm Lucy Gibson and I work for Oregon Department of Human Services as a federal revenue specialist for District 4, Linn, Benton and Lincoln Counties.  
And I'm responsible for ordering all the vital records.

 **Alanna Hein (Guest)** 9:57  
Thanks Lizzie. Chad.

 **DRESSELHAUS Chad W \* OMCB** 10:00  
Good afternoon, everyone.  
Chad Russell, House executive director of the Oregon Mortuary and Cemetery Board.

 **Alanna Hein (Guest)** 10:07  
Thank you.  
And then always I have to ask, did I miss anybody?  
Did I skip anybody?  
Any of the work group members not get a chance to introduce themselves.  
Sarah, I skipped you.  
I'm sorry.

 **Sarah Reynolds** 10:19  
I forgive you Sarah Reynolds missing and son Funeral Home.

 **Alanna Hein (Guest)** 10:21  
Thank you.

 **Sarah Reynolds** 10:23  
Mcminnville OR.

 **Alanna Hein (Guest)** 10:26  
I always manage to even going alphabetically.

 **Peterson, Halle L** 10:31  
Yeah.

 **Alanna Hein (Guest)** 10:33  
Any other?  
Work group members that I skipped.

 **Peterson, Halle L** 10:39  
Atlanta, I'm a work group member.  
It's just showing up under my daughters name, so it's my fault, not yours.  
My name is Shawna Peterson, not Hallie Peterson.  
I'm an attorney in private practice, focusing primarily on estate planning and a state administration in Eastern Oregon.

 **Alanna Hein (Guest)** 10:59  
Hi, shawna.

 **Peterson, Halle L** 10:59  
I.

 **Alanna Hein (Guest)** 10:59  
Thank you.  
And I didn't recognize you under your daughter's name.  
But I will make a note of it.  
Thank you for introducing yourself.  
Anybody any other work group members that I missed?  
OK.  
Thank you so much for introducing yourselves and for being here.  
I wanna do a quick review of the interest based problem solving approach.  
The approach that we're taking to looking at meeting the needs of the vital record system in Oregon, the approach is that we're looking at the needs of the system and trying to come up with and be creative and innovative about ways to meet those needs.  
Umm the there are lots of ways to kind of decide on a solution, but the process that we're using is to identify as many creative ways to address the needs of the vital records system as possible.  
And then once we've identified a bunch of ideas about how to address those needs, then we'll move into the choosing amongst them and trying to identify how you want to, you know, what options you want to recommend in terms of meeting the needs of the vital record system.  
So the example that I've used is the different difference between a position and an interest or a need is a position says this is what we should do and it need says this is what the need that has to be satisfied or this is what we're aiming at doing.  
Umm.  
So in our conversation last month and also this month, what we're aiming at is really looking at the needs and figuring out creative ways to address them.  
We came up with lots of needs that the vital records system has.  
The the requirements.  
For us as a work group, the the charge was to look at equitable fees and equitable access.  
So we last time came up with a list of needs that included easy, equitable access for the public.  
That's straightforward and uncomplicated, consistent and clear standards.  
Timely registration of birth and death records for counties to be able to issue certificates regardless of place or date of event.  
Reciprocity with neighboring states.  
All death certificates to be fully electronic records to be fully electronic, with system access to old and new records, and then the electronic system needs to be interoperable, meaning accessible in interconnected systems, sustainable funding, and to be adequately staffed and adequately trained employees with adequate classification and easier access to overs.  
So before we, we're going to do the same process that we did last time, which is to think about that list of needs and a minute, I'm gonna ask you.  
Is that a complete list of needs or are there other needs that we didn't name last time that should be in that overall list?  
And then we're going to break into two groups to do brainstorming about how to address the needs and send.  
You'll be facilitating one of those groups, and I'll be facilitating the other.  
So that's kind of where we're going in the process of today's meeting.  
First of all I wanna stop and just say.  
Does anybody have any questions about what this interest based approach means?  
About what?  
Looking at the needs 1st and then brainstorming possible solutions before we come to picking option is is anybody have questions about kind of the those steps or the way that we're working through this?  
OK, I counted 10 Mississippi's and didn't see any hands.  
So OK, and as always, if you have questions during the meeting or after, feel free to reach out, I'm happy to to kind of talk more about the process if that would support anybody's participation.  
So so going back to that list, are there other needs that we haven't named yet that you would like to have included on the list of needs for the vital records systems?  
Anybody have additional needs you'd like to list?  
Derek.

 **Patterson Derrick C** 15:29  
Hi everybody.  
I've been thinking about this a lot and one of the things that I think is missing is better oversight and accountability for the following the laws and rules and procedures provider records, something that I'm very involved with, so I kind of embarrassed I didn't catch it last time, but there is some oversight existing.  
We have a review every three years, but obviously, especially if any responsibilities change, a 90 minute meeting every three years is is not a lot.  
So I think it's something that's very important.

 **Alanna Hein (Guest)** 16:05  
So better oversight and accountability for following laws and procedures.  
Thanks, Derek.  
That's great.  
That's a very clear meet.  
Other needs that folks have identified of the vital records system. Jennifer.

 **Woodward Jennifer A** 16:23  
It's not so much a new need, but I'm wondering if the number 8 sustainable funding, if we could say a sustainable and equitable funding to support the system.

 **Alanna Hein (Guest)** 16:35  
Sure.  
Sustainable and equitable funding to support the system.  
That's great.  
That clarification is very helpful, ginger.

 **Ginger Cerola - Jackson County** 16:49  
I was wondering if there might be a way that the state would be able to reach out with communications via email.  
I mean matter of records is a really great informative.  
Piece of you know all these different topics.  
But I'm in and just general if there might be holdups for certain things that are happening at the state level.  
You know, like without digressing too far, just more immediate.  
Communication in regards to umm you know, if staff have left and it's leaving a space open and delays that might be happening in certain areas.

 **Alanna Hein (Guest)** 17:34  
OK, so more immediate communication about staffing and delays, does that get it?

 **Ginger Cerola - Jackson County** 17:38  
Yes.

 **Alanna Hein (Guest)** 17:39  
Ginger, thank you.

 **Ginger Cerola - Jackson County** 17:40  
Yes, thank you.

 **Alanna Hein (Guest)** 17:42  
Thanks other needs for this.  
The vital record system.  
And you might have noticed that Cindy is putting these additional needs in the chat.  
So we're capturing those.  
Other needs for the vital records system.  
OK.  
So our next piece of the meeting is to break us into these two groups.  
And the reason that we're breaking into two groups is simply to give more airtime, right to give more time for more people to speak.  
And then we will do, Cindy and I, as we did last time report back on kind of a summary of the discussion and the breakout sessions are also recorded.  
So we can grab all of the ideas and suggestions.  
I'm sorry.  
So you don't have to worry that whatever is said in one, if you don't hear everything, you'll also be able to, you know, get access to it in the notes.  
OK.  
So James, if you would be willing to do your magic of putting the work group members into the breakout rooms will be starting.  
In last time we got through the the first four of them.  
So I think we're going to be starting with #5 on our list and seeing what kinds of creative options and ideas we can generate from meeting these needs.  
Is everybody clear on what the charge is for the time and the breakout rooms are there?  
What are your questions?  
Any questions?

 **Woodward Jennifer A** 19:45  
Yeah, I wanna.  
Just so we just confirming, we did one through four last time.  
So but if there are other ideas, if we get through five through 12, it looks like there's now OK, because there might be other ideas for 1/2 and 3/4 later.

 **Alanna Hein (Guest)** 19:56  
Yep.

 **Woodward Jennifer A** 20:02  
But you want us to start with #5, OK?

 **Alanna Hein (Guest)** 20:04  
Yes, because we at least had some time on those, just as it.  
Thank you for asking that, Jennifer.  
Just as a note, this is one of those you know, foreshadowing kind of things.  
After the break, we'll be coming back and talking about a little bit of homework because we may not get through everybody's ideas or people might have ideas sparked out of these conversations.  
And so we will be asking you to fill out kind of a a worksheet, do some homework between now and our next meeting so that we can be sure that there's time to get everybody's ideas.  
So as you pointed out, Jennifer, there might be more ideas for one through 4 and there might be also ideas from people who couldn't make the meeting today.  
So we wanna just get all of the ideas that we can.

 **Woodward Jennifer A** 20:57  
OK.  
Just but the OK just can cause the list that's on the chats you want us go off of the list that's on the chat because it doesn't match what was in the agenda.

 **Alanna Hein (Guest)** 21:07  
The list that's on the chat doesn't matter.  
What I haven't looked at the at the chat.

 **Woodward Jennifer A** 21:09  
No.  
Yeah.  
So the agenda.  
#4 for the agenda was.

 **Alanna Hein (Guest)** 21:19  
It it doesn't quite match, you're right.

 **Woodward Jennifer A** 21:21  
Right.  
So, OK, well, we can.

 **Alanna Hein (Guest)** 21:23  
So. Umm.

 **Woodward Jennifer A** 21:25  
We'll be flexible, just so we should go off at the list that's on the chat.

 **Alanna Hein (Guest)** 21:26  
Yep.  
Yeah.

 **Cyndy Kagan (she/her)** 21:30  
I'm sorry, I think that was my fault.

 **Alanna Hein (Guest)** 21:30  
Go you can go.

 **Cyndy Kagan (she/her)** 21:32  
I can.  
I can do the one from the agenda.  
I think that was my fault.

 **Alanna Hein (Guest)** 21:35  
Yep.  
Yeah.  
Cindy can repost it and then we're adding the additional, umm, the two, the, the, the two additional and then the elaboration on what was number 8 on the agenda in terms of sustainable and equitable funding.

 **Woodward Jennifer A** 21:41  
2.  
OK.  
I just want to make sure we're all on the same page, so I appreciate that.  
Thank you.

 **Alanna Hein (Guest)** 21:56  
Yeah.  
Thank you for the clarification.  
It's always, always better.  
OK, so.  
Cindy's gonna repost in the chat, but we're gonna be starting with the number 5.  
The reciprocity with neighboring States and we'll work through as many as we can in our groups and this is my way of reassuring you that even if we don't get to all the items in the conversation, there is immediately following the meeting.  
There's gonna be an opportunity for you to give us written feedback about your ideas and opportunities for addressing these needs.  
So I just want everybody to know like this is not your last chance to give feedback and insight.  
This is a time to discuss and bring up ideas, but this is by no means the end of bringing up ideas.  
OK.  
All right, James.

 **Kracker James** 22:50  
Hi, Alana.  
How long would you like to remain in the breakout rooms before we close them this time?

 **Alanna Hein (Guest)** 22:55  
We want to go to 3:45 so.  
16 minutes.

 **Kracker James** 23:02  
Excellent.  
Alright, you'll be moved into the breakout rooms momentarily.

 **Alanna Hein (Guest)** 23:07  
Thank you.

 **Woodward Jennifer A** 51:30  
Oops.

 **Ginger Cerola - Jackson County** 51:31  
Hoped I lose somebody.

 **Alanna Hein (Guest)** 51:33  
Yeah, we got bounced back into the main room.

 **Ginger Cerola - Jackson County** 51:33  
Can you hear me?  
OK.

 **Alanna Hein (Guest)** 51:37  
Umm, OK, so thank you all.  
That was a a great conversation.  
I'm gonna start with a summary for the group of some of the points from our that the group that I was facilitating the conversation.  
Then I'll turn it over to Cindy to do a summary of the group that was working with her.  
And as I said, this is not your last chance.  
It providing ideas and options.  
I'll explain the the request for some feedback in writing.  
When we're done with this summary.  
So we started with #5 reciprocity with uh.  
Neighboring states.  
Umm and.  
We thought actually, I think one of our group members remembered.  
That it was a question, maybe that Chad could shed some more light on had identified.  
And knowing how to get records from other states was was a need.  
We looked at #6 and we kind of talked about six and seven together death certificates to be fully electronic and records to be fully electronic.  
We talked about all vital records and not just death records needing to be and electric electronic.  
We talked about the the challenge, particularly for folks in border counties, so there could be it, for example, a death in Oregon, but it was attended by a physician from Idaho and really needing to get universal requirements for folks to be in overs and to make sure that doc sign up for overs and maybe is there a requirement or some accountability for signing up and overs.  
And again, with a particular nod to the complexity of the border counties where they may well have a provider from a from another state, umm, and started to talk about, you know, maybe a roadshow with trips to medical super certifiers and site visits to help educate folks about that.  
In #7, we also talked about the keyword in terms of all access to all old and new records.  
Was the word old that their records back to 1903 and it would be a big project to get all of those records available and fully electronic and to get everything into overs.  
There was also an option of that was talked about for the future in terms of having electronically certified copies and ideas to be moving away from paper and had a had to look toward having that at some .7 a the interoperability question.  
We had a conversation around.  
The the interoperability between, for example, the what systems the electronic medical records are, or what systems the funeral homes are using, and then it was also pointed out that there are could be perceived or other or real vulnerabilities in terms of the interoperability is in terms of risk to the to the system in terms of access.  
So some real concern, security concerns about that.  
And then we talked about sustainable funding and we were talking about the option of increasing fees.  
And then the question about how do we share and sustain the funding as a whole?  
So a desire for modernization will require more funding.  
Maybe a big kind of chunk of funding from the legislature, and how do we as a whole support the vital records system and share the cost for maintenance of the system?  
So the counties don't support the overall systems but the but the counties and the state both need the overall system.  
So how can that?  
How can that be worked out as a need in terms of nine?  
We talked about to be adequately staffed with trained employees.  
We talked about that.  
It's not easy to get and retain employees, and that the rate of pay and compensation is not necessarily attractive to people.  
And then the training is extensive and the level of detail and training needed for vital records work is really very high and that the understanding of the compensation and retention is an issue for #11.  
We talked about the IT requirements and how we there might be an opportunity to look into how issues of the logout time is addressed and for #11 better oversight and accountability.  
We talked about a dog and pony show and the ability to kind of maybe go out and educate people and meet with partners and anybody who touches vital records because the triennial review is not is not frequent enough.  
OK.  
Cindy, over to you.  
Talk fast.

 **Cyndy Kagan (she/her)** 57:21  
Yes, and we definitely came up with some, a lot, a lot generated a lot more questions to really think about the details, reciprocity of the neighboring States and like really trying to think what are the current roadblocks that really just revisiting.  
I mean, it's just not a seamless state to state and where to begin, but you know, trying to think of finding more ways to match up and to make things easier.  
Uh on the death certificates being the fully electronic and we talked about the example in Washington having the law to require all the certificates to be done electronically and it's a requirement.  
What would that look like in Oregon?  
Having everyone required to use overs and having things electronic again, that's a huge lift.  
But you know, working on removing barriers and those issues but.  
And then so again, if it's expensive to develop the technology and to get it all there, but looking at the like the one time fund from the legislature like we were saying to fund the modernization.  
And and how did?  
How can data be interoperable on sustainable and equitable funding?  
Also, like you were saying that Premier Group, what is it look like for county buy in with the system, the county's relying on the system and overs but but the fundamental like like fee sharing for all certificates so counties could issue for a year or so but having some sort of way for the counties to invest so changes would be less impactful that you know there's a lot of expenses that goes towards supporting the system, umm.  
And then looking at maybe like keeping it to the county where the death occurred just so there's not like some inner county competition that wouldn't give some like volatility to the funding like it might kind of go in unintended direction.  
So trying to like think through some of those things and sustainable.  
With the staffing all of that, it's tricky.  
Between revenue, the specialization and knowledge.  
But is it being compensated and trying to find people so they're not just, you know, moving on from the job and?  
We got into some, we're looking at like what thinking like the variety and the county is even like, how, how wide a variety, a job description can really be where you know what you're doing in addition to vital records and how are people compensated?  
So we came up with a lot of good questions and I'll turn it back to you before I keep going on more.

 **Alanna Hein (Guest)** 1:00:03  
Thank you, Cindy.  
We do have an item for the.  
For the parking lot, which is a item about clarifying a fetal deaths and how that's handled.  
So here are the next steps.  
We will be, we have Cindy and I have worked on kind of a worksheet requesting input from all of you about what are the options that you can think of, right?  
We've been talking about the system we've been talking about the needs, and now we're looking for some options, some ideas about options.  
So our request to you is we're going to send out it before the end of the week.  
We will send out a revised list of these needs, right that reflect the needs that were brought up today.  
So it's basically a request for you to do some homework, look at each of these needs and provide some options that you can think of for addressing each of these needs and then send and I will compile them so that the next time we meet will have the beginning of some shapes of some options for ideas of things that you might want to recommend.  
So we're we're moving down the funnel, right?  
We're we're getting toward options and getting more specific and we wanna give everybody all the opportunity possible to weigh in and share your ideas about how to address these needs.  
So we're going to revise the list of needs based on today's conversation.  
We're going to send you out this request to fill out this worksheet with your ideas about what are the options for how to meet these needs, and then we will take your responses and compile them into a document that we can all look at the next time we're together.  
We will send it out in advance, so we won't be like bombarding you with words on a screen.  
In the meeting, we'll get it to you before.  
So in service to being able to do that, our next meeting is the 20th of August.  
And what we're asking for, we'll send out the, UM, the worksheet by the end of this week.  
What we're asking is for you to get it back to us by October.  
Sorry, by August 6th.  
Umm, so if you can kind of bump this up in terms of your priorities, maybe for next week or the week after that would be great.  
As always, feel free to reach out with questions or comments or additional ideas, but really what we want is to give everybody as much.  
Like if you wanna write a a sentence, write a sentence.  
If you wanna write a paragraph, write a paragraph.  
We wanna take all of your best ideas for options for how to address the health of the vital record system and compile them and put them together so that we can share them with you at the August 20th meeting questions about that.  
It's a it's a very specific worksheet.  
It goes down and lists all the needs and we'll ask you for your ideas for address them kind of 1 at a time, Derek.

 **Patterson Derrick C** 1:03:13  
If there's a proposal that would touch on like, you know, three or four different aspects of the needs, can we do you want us to like duplicate it and each or just sort of call out which ones it applies to or how would you like them?

 **Alanna Hein (Guest)** 1:03:23  
Yeah.  
Yeah, just say this address is 1357.

 **Patterson Derrick C** 1:03:28  
OK.

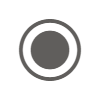
 **Alanna Hein (Guest)** 1:03:29  
Yeah.  
Yeah, that's a great question, Derek.  
And I would expect that there probably are recommendations that you'll have or options that you'll have to address.  
These needs that will cover multiple because even as we've been discussing them, it's very clear that the many of these needs are really interconnected, right?  
Yeah.  
So that totally makes sense.  
Thank you.  
That was a great question.

 **Patterson Derrick C** 1:03:50  
Yep.  
Thank you.

 **Alanna Hein (Guest)** 1:03:52  
OK, so the last thing that we do before we wrap up is A+ Delta.  
So the question is, how was today's meeting?  
What went well or could have gone better for yourself or the group process or content?  
Any comments about how today's meeting went?  
I see a thumbs up from hyal.  
Thank you.  
Any other thoughts or comments about today's meeting?  
Ohh, clapping hands from ginger.  
Thank you.  
Derek.

 **Patterson Derrick C** 1:04:35  
These meetings always make me a little bit nervous, but I I found today that I'm always excited for them and it's always great to see everybody's faces and hear from all of you, and I benefit from a lot personally.  
So thank you.  
You're always good meetings.

 **Alanna Hein (Guest)** 1:04:50  
Thank you.  
And applause, also from Janet you neither comments before we wrap up.  
All right.  
Thank you all so much for bringing your brain power to this work.  
Look forward to hearing or reading your responses on the worksheet.  
Thank you, everyone.  
Take care.  
Stay cool.  
Have a good week.

 **Kracker James** stopped transcription