

#### **General Meeting Minutes**

Wednesday, Oct. 22, 2025 • 10:02 a.m. - 11:16 a.m. • Teams Webinar

#### **Present Executive Board Members**

Adrian Bermudez, Staff Council President • Yesenia Sanchez, Staff Council President-Elect • Katalina Castillo, Staff Council Secretary • Edith Arredondo, Staff Council Treasurer • Nick Martinez, Staff Council Communication Officer

#### **Featured Guest Panelists**

Cynthia Alford | The Rose • Long Hynh, Vice President | Enrollment Management • Elizabeth Villegas, Assistant Vice President | Enrollment Management • Sandra Jacobson, Associate Director | Annual Giving

**Call to Order •** Bermudez, *SC President •* 10:02 a.m.

**Review Meeting Agenda •** Bermudez, *SC President •* 10:03 a.m.

Review September Meeting Minutes • Castillo, SC Secretary • 10:03 a.m.

How to find the meeting minutes.

**Approval of September Meeting Minutes •** Bermudez, *SC President* • 10:04 a.m.

- Castillo and Arredondo motions to approve the September Meeting Minutes and Arredondo seconds the motion.
- September Meeting Minutes are accepted.

**Introduction of New Employees •** Sanchez, *SC President-Elect* • 10:05 a.m.

**Edge Grant Winner Presentation •** Arredondo, *SC Treasurer* • 10:06 a.m.

• Reach out to Arredondo to coordinate your <u>Edge Grant</u> funding with your department.

**Employee Recognition for September •** Castillo, *SC Secretary* • 10:07 a.m.

• How to give kudos to a colleague.

**Share the Good News •** Arredondo, *SC Treasurer* • 10:09 a.m.

Featured Guest Panelist • Cynthia Alford | The Rose • 10:16 a.m.

- The Rose Breast Cancer Awareness Presentation
  - o The Rose website
- Comments
  - Gladis Moya: The Rose will be at our Annual "Boo Bash" fair on Friday Oct 31st from 1:30 - 3:30pm.

**Featured Guest Panelist** • Long Hynh, *Vice President* and Elizabeth Villegas, *Assistant Vice President* | *Enrollment Management* • 10:22 a.m.

- Division Updates
- Q&A
  - Bermudez: Have we have considered reaching out to Channelview ISD?
    - Villegas: Yes.
  - Marvelia Rocha: Yes, why do we limit the recruitment location?
     Especially if we offer online courses.
    - Pending reviewing the recording to record Villegas' response.
    - Huynh: We are trying to expand and align our resources further than Downtown Houston.
  - o Martinez: Suggested reaching out to Aldine, Spring, Humble ISD.
  - o Mayte Alvarez: I saw San Jacinto college south listed as an aim under the early college high school student recruitment. San Jac North Campus has a building for early college high school students in Galena Park (CTE Early College High School). Are we planning on efforts here? This campus is very close to UHD
    - Villegas: We were there last week, so we will be taking advantage of that opportunity.
  - Cora Locking: Do you recruit around the Southeast- Sunnyside and South Park areas?
    - Pending reviewing the recording to record Villegas' response.
  - o Martinez: Do you bring out sororities, etc?
    - Villegas: Yes.

**Featured Guest Panelist** • Sandra Jacobson, *Associate Director* | *Annual Giving* • 10:48 a.m.

• Give2Gators Impact

**Staff Council Business – Things to Share •** Bermudez, *SC President* • 10:54 a.m.

• Staff Council Old Business

- Bylaw Proposal regarding SC Resolution No. SC-25-01
- o Recap of HY26 Staff Grievance Committee Membership Elections
- Update on Staff Ombuds Position
- Update on Staff Council Survey 2025
- Staff Council New Business
  - o No new business to present this month
- Staff Engagement Opportunities

#### **Staff Engagement Opportunities •** Sanchez, *SC President •* 11:04 a.m.

- Comments:
  - Castillo: <u>College Release Program and Staff Education</u>
     <u>Reimbursement Request</u>. <u>Policy</u> that includes the College
     Release Program and Staff Education Program
  - o <a href="https://www.uhd.edu/academics/humanities/news-community/latino-studies/index.aspx">https://www.uhd.edu/academics/humanities/news-community/latino-studies/index.aspx</a>
  - o Kassidy Giles: For this program, please use this <u>link</u> to choose your appointment time. And a Protein Smoothie Demo on 11/21 at the WSC. Look for more on that on our UHD events calendar!
  - Angelica Perez: Don't forget. We have Dancing with the Dean in the CPS building Thurs 4-5. Dean Osorio's weekly dance instruction for October. This week's dance is to Thriller.
  - o Vivian Smith: Where do I register for Lunchtime Yoga?

**Closing Comments •** Bermudez, *SC President •* 11:18 a.m.

**Meeting Adjourned •** Bermudez, SC President • 11:19 a.m.



## STAFF COUNCIL

UNIVERSITY OF HOUSTON-DOWNTOWN

#### **GENERAL MEETING**

Wednesday, October 22, 2025





## **AGENDA**

- Recap of September's Meeting Summary
- Approval of September Meeting Minutes
- Introduction of New Employees
- Edge Grant Winner Presentation
- Employee Recognition
- Share the Good News
- Staff Council Business Things to Share
- Staff Engagement Opportunities
- Closing Comments

- Featured Guests Panelists:
  - Cynthia Alford, Guest Speaker
    - o The Rose Breast Cancer Awareness Presentation
  - **Dr. Long Huynh**, VP Enrollment Management
  - Dr. Elizabeth Villegas, AVP Enrollment Management
    - O Division Updates
  - Kim Thomas-Lambert, VP Administration & Finance
  - Sandra Jacobson, Assoc. Dir, Annual Giving
    - o Give2Gators Impact



## SEPTEMBER MEETING MINUTES

- September summary:
  - o Carole Clerie, Vice President | Human Resources discussed the performance evaluation cycles and merit.
  - Kassidy Giles, Coordinator, Benefits and Wellness | Human Resources discussed current wellness initiatives.
- Where can I find what was discussed last month?
  - o Go to the Staff Council website.
  - Select "Membership Resources" from the drop-down menu.
  - o Select "Meeting Minutes & Agendas".



## APPROVAL OF MEETING MINUTES

Minutes distributed – any corrections?

- Motion to accept minutes? Second?
- Minutes accepted.



## WELCOME NEW STAFF GATORS!

Name	Job Title	Department
Diana Cantu	Advising Assistant	Academic Advising
Leslie Vergara	Academic Success Coordinator I	Academic Advising
Swe Swe Htay	Assistant Director	Academic Affairs
Michael Everett	Assistant Director	Continuing Education
Linh Tran	Executive Assistant	Enrollment Management
Karina Rodarte Alvarez	Financial Aid Counselor	Financial Aid
Milah Malveaux	Academic Success Coach I	Gator Success Institute
Tiffany McBride	Department Business Administrator II	Natural Sciences



## WELCOME NEW STAFF GATORS!

Name	Job Title	Department
Alejandra Robason	Equal Opportunity Case Manager	President
Sabrina Vasquez	Administrative Assistant II	Social Sciences
Emily Randerson	Coordinator, Fitness	Sports and Fitness
Tanesha Tran	Nurse Practitioner	Student Health Services



## **EDGE GRANT WINNER**

#### This month's winner:

- 7 Years with UHD
- Division Operations Manager for University Advancement
- 2025 recipient of the Staff Excellence Award
- Last year's Staff Council Treasurer



Shiya Rawls



## **CONGRATS SEPTEMBER KUDOS!**

- Accessible Education Center
  - O Hope Pamplin
- Administration & Finance
  - Stefany Records
- College of Public Service
  - o Diane Miller
- Emergency Management
  - o Ricardo Perea
- Enrollment Management
  - o Janicee Mack
- Facilities Management
  - o Stephen Kidd

- Financial Aid
  - o Wency Ortiz
  - o Elvira Rodriguez
- Human Resources
  - o Cecealia Burns
  - o Mike Guajardo
  - o Christian Purdy
- IT: Enterprise Systems
  - Roxanne Hernandez
- IT: User Support Services
  - o Luis Guerra
  - o Mark Samudio

- Joint Advising
  - o Sheldon May
  - o Cynthia Alcocer Guzman
- Student Business Services
  - o Jessica Acuna
  - Hugo DeLaGarza
- Student Success & Student Life
  - o Dana Mejia



## **HOW TO GIVE KUDOS:**

- Navigate to the HR SharePoint site
- OR
- Use the Employee Kudos Form bookmark under UHD Manager Bookmarks from the Edge or Chrome browsers.
- Login using your SSO credentials.
- Click "Send a Kudos to a Colleague".
- Fill out the form completely, ensuring everything is spelled correctly.



## **SHARING THE GOOD NEWS**



# SHARE THE GOOD NEWS

- 3SL for Homecoming Week
- Food DriveWinner & participants
- 2025 Think Pink: Walk Gator Strong
- HR & all supporters for Staff Professional Development Conference
- 2025 Northwest Harris Heart Walk (UHD NW)







"Awarded to Gracious Gators for outstanding spirit, teamwork, and generosity.

Your contributions will make an impact on the lives of our many students. "



## FEED THE GATOR: PARTICIPANTS

\*Staff Council & Student Resource Center Partners



\*14 departments







\*4068 items collected









## FEED THE GATOR: PARTICIPANTS







\*2026 Goal: 10,000 items









## Throwback on the Bayou: UHD Homecoming 2025















# 2025 Think Pink: Walk Gator Strong: Fridays in October





## HR & all supporters for Autumn Ascend Staff Professional Development Conference 2025





## 2025 Northwest Harris Heart Walk @ UHD-NW

Thank you to the staff, faculty, students, and alums that participated



5K walk



**Pup-Arrazzi Fashion Show!** 



American Heart Association









## **CYBERSECURITY AWARENESS MONTH**

The strongest digital protection starts with you. Small actions make a big impact.



Keep your software updated.



Turn on multi-factor authentication (MFA).



Use strong, unique passwords.



Recognize and report phishing attempts.



## FEATURED GUEST

#### **Presentation Topic:**

 The Rose Breast Cancer Awareness Presentation



**Cynthia Alford** 



## FEATURED GUEST

#### **Presentation Topics:**

 Division Updates from Enrollment Management



**Dr. Long Huynh**Vice President
Enrollment Management



**Dr. Elizabeth Villegas**Assistant Vice President
Enrollment Management



## FEATURED GUEST



Sandra Jacobson
Associate Director | Annual Giving



**Presentation Topic:** 

Give2Gators Impact



#### Staff Council Old Business

- o Bylaw Proposal regarding SC Resolution No. SC-25-01
- Recap of FY26 Staff Grievance Committee Membership Elections
- Update on Staff Ombuds Position
- o Update on Staff Climate Survey 2025

#### Staff Council New Business

- No new business to present this month.
- Staff Engagement Opportunities



- Bylaw Proposal regarding SC Resolution No. SC-25-01
- Proposal for New Bylaw regarding Presidential vacancies
  - New Bylaw under Section 5.7 Vacancies and Resignation:

o**5.7.3.a:** In the event of a vacancy in the chair of the President, the President-Elect shall become President. If the President-Elect assumes the chair of President before the current President's term of office expires, they will serve the remainder of the current President's term prior to beginning their own term.



- Bylaw Proposal regarding SC Resolution No. SC-25-01 (cont.)
- Proposal for New and Revised Bylaws regarding Immediate Past President Role
- Current Bylaw:
  - o 5.1 Executive Board: The Executive Board shall consist of the following UHD Staff Council Officers: President, President-Elect, Secretary, Treasurer, and Communications Officer.
- Proposed Bylaw Amendment:
  - 5.1 Executive Board: The Executive Board shall consist of the following UHD Staff Council Officers: President, President-Elect, Secretary, Treasurer, Communications Officer, and Immediate Past President (non-voting member).
- New Proposed Bylaw:
  - 5.8.7 Immediate Past President: Serves as a non-voting member and advisor to the Executive Board for one year. Attends quarterly UH System Staff Executive Council (USSEC) meetings on an as-needed basis. Assists the President and President-Elect whenever requested and fulfills any other function as the executive board may appoint.



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- Bylaw Proposal regarding SC Resolution No. SC-25-01 (cont.)
- Proposal for Revised Bylaw regarding President-Elect Role
- Current Bylaw:
  - 5.8.2 President-Elect: Assists the President in performing his/her leadership responsibilities and represents the President when required. Oversees all Staff Council standing committees. The person elected President-Elect serves a two-year term: year one as President-Elect and year two as President.
- Proposed Bylaw Amendment:
  - 5.8.2 President-Elect: Assists the President in performing his/her leadership responsibilities and replaces the President when required. Oversees all Staff Council standing committees. The person elected President-Elect serves a three-year term: year one as President-Elect, year two as President, and year three as Immediate Past President.



Recap of FY26 Staff Grievance Committee Membership Elections

#### **Academic Affairs**

- Heather Davis Research & Sponsored Programs
- Karlyli Juarez Humanities & Social Sciences
- Kevin Jones Marilyn Davies College of Business

#### **Administration and Finance**

- Cynthia Vargas Emergency Management
- Hitesh Patel Information Technology, User Support Services

#### **Enrollment Management**

- Elvira Rodriguez Financial Aid
- Bryan Nguyen Graduate and International Admissions

#### **Student Success and Student Life**

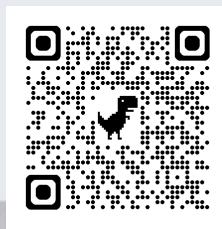
Tamieka Young – Testing





#### Update on Staff Ombuds Position

- Staff Ombuds posting is currently live, and we are accepting formal applications to fill this position.
- o Must be a current staff employee
- Monthly stipend of \$150
- Visit the job posting for further details regarding duties/responsibilities and eligibility requirements.
- Be willing to complete the required conflict resolution and Ombuds training as offered by the International Ombudsman Association before starting duties.





#### Update on Staff Climate Survey 2025

- Survey is currently under review by Institutional Effectiveness with a tentative launch date to occur before the end of October, no later than early November.
- o This survey plays a critical role in gathering assessment data that is integral for continuously improving the employee experience.



# STAFF ENGAGEMENT OPPORTUNITIES



# College Release Program and Staff Education Reimbursement

Spring 2026 Class Registration Opens October 30th—Complete an Online Form Today!

Are you a non-probationary full-time, benefits-eligible staff member and planning to attend a class in Spring 2026 to work toward a degree related to your job? If so, we encourage you to participate in the <u>College Release Program and Staff</u>

<u>Education Reimbursement!</u>

We are accepting applications until December 22, 2025. Please submit your application along with your class schedule and fee statement. The Staff Education Reimbursement is a first come, first serve program for our staff attending classes within UHS institutions, so we encourage you to submit as soon as you can! Please review the policy for requirements and criteria.

For more information, email <u>HRrecords@uhd.edu</u>.



#### This message is sent on behalf of Administration & Finance



#### Thursday, October 23, 2025 - 2pm to 3pm

Hosted by Kim Thomas, Vice President for Administration & Finance One Main Building, Auditorium (A350)

We are pleased to invite you to the Fall 2025 Finance and Budget Town Hall where we will provide an overview of our current financial standing, budget priorities, and plans for the upcoming fiscal period.

#### Agenda Highlights Include:

- Financial performance update
- Key challenges and opportunities
- FY 2027 Budget Planning
- Q&A

This is a great opportunity to gain insight into the financial direction of UHD and ask any questions you may have.

Please mark your calendars, we look forward to your participation and input.



## LEGACY AND LIGHT AWARDS LUNCHEON



When: Friday, Oct. 24th

**Where:** Special Events Room A300

**Tickets:** \$20 per person with **code: STAFF20** (includes a delicious 3 course lunch)

**Attire:** business casual or luncheon attire.

This year, we will recognize extraordinary alumni who have made a remarkable impact in their professions and communities.





Interested in Volunteering?

Volunteers are needed from 2pm-8pm on the day of the event.

Scan the QR code below to sign up today!





# Dia de Muertos Shoebox Altar Workshop

- Hosted by UHD's Center for Latino Studies:
  - Wednesday, October 30th
  - Room OMB N930
  - Start Time: 1:00PM





**Walk With Us Every Friday During October** Things to Bring: **MEETUP LOCATION:** • Wear PINK! Water bottle 1<sup>ST</sup> FLOOR NEAR Comfortable shoes **POLICE STATION**  Sunglasses Sunscreen











Friday, October 31, 2025. 11:00 AM -12:00 PM (CST)

#### Add to my calendar

Office of the Provost 713-221-8003

**Email organizer** 

Fondren Commons

#### COMMUNITY ENGAGEMENT

#### Strategic Plan Seminar Series Goal H Enhancing Student Enrollment

Organized by Office of the Provost

The upcoming interactive seminar series will foster campus-wide dialogue and focus on UHD's strategic goals. Each session features themed breakout activities, meaningful discussions, and opportunities for participants to shape the university's future. Guest speakers, including Vice Presidents, Strategy Leaders, and Consulting Deans, will share insights to spark thoughtful conversations.

For more details about this event, email bhatid@uhd.edu

Related

FACULTY

STAFF





- Wednesday, November 5, 2025. 12:30 PM 1:00 PM (CST)

  Add to my calendar
- Human Resources
  Email organizer
- ♥ Virtual / Online

Join Online

@ COPY

#### **EMPLOYEE ENGAGEMENT**

# Make Money Easy: A Live Introduction to Your Money Line with Peter Dunn

Organized by Human Resources

Join us for an exclusive webinar hosted by **Peter Dunn**, CEO of Your Money Line, as he introduces the app designed to simplify and support your financial life.

Your Money Line provides an online personal dashboard with tools, videos, and courses to help you learn about and track things like stability, debt, budgeting, and more for your unique financial journey. You also have unlimited access to their accredited Financial Guides via call, email, or chat. Join the discussion to learn more about your free financial wellness benefit!

#### **About our Presenter:**

Peter Dunn, better known as Pete the Planner®, is a financial expert, author, and media personality dedicated to improving financial wellness for everyday Americans. He is the founder and CEO of Your Money Line, a leading workplace financial wellness company serving employees across the country. A former financial advisor, Pete left his practice in 2012 to focus full-time on helping people make better money decisions. Since then, he's authored 11 books, become a longtime USA TODAY columnist, and built a media presence through his nationally syndicated radio show and top 1% podcast, The Pete the Planner Show.

Known for his wit, humor, and clear financial insights, Pete is a sought-after speaker who brings energy and empathy to topics many find intimidating. His work has been featured on CNN, Fox News, Good Morning America, and more.





Friday, November 7, 2025. 2:00 PM - 3:00 PM (CST)

Add to my calendar

- ♥ HR Training/Event Room OMB N600

#### EMPLOYEE ENGAGEMENT

#### Fall 2025 HR Pop-in

Organized by Human Resources

Stop by to chat, ask questions, share ideas, connect with colleagues, and yes, grab some freshly popped popcorn while you're at it!

No RSVP, no agenda. Just real conversations (and real snacks).

We'll be rotating locations across campus throughout the academic year so everyone has a chance to:

- . Chat openly with HR staff Ask questions, get guidance, or share feedback.
- · Bring forward suggestions Help us improve policies, programs, and services.
- · Network with colleagues Meet peers across departments.
- · Enjoy free, fresh-popped popcorn Because conversations are better with snacks.

Come for five minutes or stay longer; we're here to listen, help, and connect. We can't wait to see you, whether in the classroom, across campus, or at our very first HR Pop-in. Here's to a productive, engaging, and inspiring fall semester filled with growth, connection, and plenty of popcorn!

Related

CAMPUS-WIDE EVENTS





Monday, November 10, 2025. 8:30 AM -4:30 PM (CST)

Add to my calendar

- Human Resources
  Email organizer
- ♦ HR Training/Event Room OMB N600 N600
- 25 Spots Available

**RSVP** 

#### **EMPLOYEE ENGAGEMENT**

#### Smiles on Site: Jet Dental at UHD

Organized by Human Resources

Jet Dental is bringing the dentist to YOU--right here on campus! Whether you have university-provided insurance, or have other forms of insurance, you're covered (HMO/PPOs are accepted). No need to take time off or travel across town to get your preventative dental care--just walk over to N600 on November 10th and get the care you need!

#### Why Jet Dental?

- Convenient, On-Site Care: Jet Dental is a leading mobile dental provider serving top companies like Marriott, GE Healthcare, and PetSmart.
- Comprehensive Services: They offer cleanings, X-rays, exams, fillings, teeth whitening, oral cancer screenings, and more—all from their mobile clinic.
- No Out-of-Pocket Costs: Services are billed directly to your existing dental insurance.
- Trusted & Experienced: Founded in 2016, Jet Dental is backed by healthcare experts and venture capital, with a mission to make dental care simple and accessible





Tuesday, November 18, 2025. 9:00 AM -10:00 AM (CST)

Add to my calendar

- Human Resources
  Email organizer
- ♦ HR Training/Event Room OMB N600 N600
- 29 Spots Available

**RSVP** 

#### EMPLOYEE ENGAGEMENT

#### **Coffee & Coverage: Insurance Insights with Comparion**

Organized by Human Resources

Join us for Coffee & Coverage: Insurance Insights with Comparion, a relaxed and informative session where you'll enjoy complimentary coffee and donuts while learning from insurance experts at Comparion. Discover the benefits insurance bundling during a brief lecture, followed by a 30-minute mentorship opportunity to ask questions and explore personalized coverage options. Whether you're new to insurance or looking to optimize your current plan, this is a great chance to sip, learn, and secure your future.

Related FACULTY STAFF IN

INFORMATION SESSIONS

HEALTH & WELLNESS





Wednesday, November 19, 2025. 11:30
 AM - 12:15 PM (CST)

Add to my calendar

- Human Resources
  Email organizer
- 40,000 Windows Cafe

#### **EMPLOYEE ENGAGEMENT**

#### Lunchtime Yoga at 40,000 Windows Café

Organized by Human Resources

Step away from your desk and into a space of calm and clarity. This 45-minute yoga session is designed to help professionals reset, recharge, and refocus during the workday.

#### Why join?

- · Reduce stress and tension
- · Improve posture and flexibility
- · Boost energy and mental clarity
- · Enhance focus and productivity
- · Support overall physical and emotional wellness

Taking just 45 minutes for movement and mindfulness can make a big difference in how you feel and perform throughout the day. Whether you're new to yoga or a seasoned practitioner, this session is for everyone.

Space is limited - arrive early to grab your spot!

Date/Time: Tuesday, November 19 | 11:30 a.m. – 12:15 p.m.

▲ BYOYM: Bring Your Own Yoga Mat!

Related HEALTH & WELLNESS



# STAFF ENGAGEMENT OPPORTUNITIES

- October 30 December 22 | College Release
   Program and Staff Education Reimbursement
- October 23 | Fall 2025 Finance and Budget Town Hall | A350 | 2 3 p.m.
- October 24 | Legacy and Light Awards Luncheon | A300 | 11:30 AM 1 PM
- October 27 | Latin Fest | A300 | 6 8 PM
- October 30 | Dia de los Muertos Shoebox Alter Workshop | OMB N930 | 1 PM
- Every Friday in October | Think Pink | 1st Floor | 10
   AM
- October 31 | Boo Bash | A 300 | 1:30 PM 3:30 PM
- October 31 | Strategic Plan Seminar Series | STB Fondren Commons | 11 AM- 12 PM

- November 5 | Make Money Easy: A Live Introduction to Your Money Line with Peter Dunn | 12:30 PM – 1 PM
- November 7 | HR Pop-In | N600 | 2 PM 3 PM
- November 10 | Smiles on Site: Jet Dental at UHD | OMB N600 | 8:30 AM – 4:30 PM
- November 18 | Coffee & Coverage: Insurance Insights w/ Comparion | N600 | 9 AM – 10 AM
- November 19 | Lunchtime Yoga | 40,000
   Windows (Library 5th flr.) | 11:30 AM 12:15 PM
- November 21 | November Staff Council Meeting (Hybrid)| Location to be determined | 10:00AM – 11:30AM



# SHARE YOUR NEXT EVENT

- Do you have an event or volunteer opportunity you would like to share with staff? The event may be on or off campus. Let us know by emailing us (<u>uhdstaffcouncil@uhd.edu</u>) the following:
  - A flyer of your event.
  - A brief description about the event: who, what, when, where, and why for advertisement purposes in our monthly newsletter and general meeting.
  - A landscape image of the flyer to be used in our monthly general meeting PowerPoint presentation.
  - A square image of the flyer so we can add it to our Staff Council events webpage.



# **CLOSING COMMENTS**

- Register to attend our monthly Staff Council General Meetings by visiting our Staff Council website.
- Need to Contact a Staff Council Representative?
  - o Email uhdstaffcouncil@uhd.edu
- Want to review the agendas, minutes, and recordings?
  - Go to our Staff Council website> Membership Resources > Meeting Minutes & Agendas
- Visit our Staff Council website and scroll down to answer the following:
  - Want to submit comments/suggestions anonymously?
  - Want to share your good news to celebrate together?
  - Want to submit events to be recognized and promoted?



# THANK YOU