Hello, everybody, we're counting down to the end of the 2018 Virtual Military Spouse Symposium, my name is Eddy Mentzer, and I lead the DOD's Spouse Education and Career Opportunities program, the host for this week's symposium. Welcome to the third session of our Fill Your Job Toolbox track, our next speaker is Kristina Santos, a career coach for the Spouse Education and Career Opportunities program. Ms. Santos is going to be offering, to offer us, some tips on how to help you deliver a rock solid performance during your next interview. I know there's going to be a lot of questions, for this one, so please feel free to type your questions into the chat pod, and then I'm going to turn it over to Kristina.

Thanks, Eddy. Hi, everyone. Welcome and Happy Military Spouse Appreciation Month. Today is the final day of the 2018 Virtual Military Spouse Symposium, we are thrilled to be here. I am also a military spouse, and I want to first take a moment to acknowledge your service and that it is an honor to be part of this military family. Today, we will be exploring ways to rock your interview with a solid performance by playing to your audience, knowing your strengths, and exploring interview tips to provide a STAR first impression. We will show you how to prepare you for the show by practicing your answers to common interview questions, preparing questions of your own, and we will see a live mock interview. We will also discuss how you can schedule your very own video mock interview with one of our SECO career coaches, and for the finale, we'll examine interview follow-up strategies. And we'll be ready to answer your questions at the end. As you prepare for the interview, you want to make sure you are ready to play to your audience by understanding the employer's perspective, identifying your skills, and researching the company and job posting. Understanding where the hiring manager is coming from first can help you reframe your thinking and the way you prepare for the interview. You can effectively speak to the employer's needs and goals. Remember, it's about them, learning how to make a genuine connection to what they want can help improve the communication flow and help you create a lasting impact. Employers value skills and ability such as strong verbal and non-verbal communication, having a positive attitude, being a team player, being able to problem solve and analyze data, being technology savvy, and having the ability to sell to or to influence others. Of course, you want to get the yes. But, the interview is also a conversation and is your opportunity to make sure the job and the company is a right fit and a yes for you. So, two yeses is our ultimate goal. And to make the most informed decision, you must put in the work before the interview to know yourself and to know the company to make sure it is the best fit. And the easiest place to start is with you. As a military spouse, you offer a unique combination of education, experience, and strengths. Think of the diversity you have encountered, and the challenges that you have faced. We are now going to ask to you brainstorm your top three skills or strengths with us. If you would like to share one or two or three of these with us today, you can write your comment in the pool question box. I have gone ahead and listed three skills for myself, including a commitment to teamwork, dependability, and self-disciplined. And I'm seeing a couple people might be, and you can include them in that pool question one.
a few come up for communication skills, teamwork, dependability, flexibility, that’s a great one as well, technical knowledge, yes, networking, leadership, communication proactive, these seem to identify all military spouses that I speak to on a daily basis. Yes, so many of the military spouses that I work with, especially through our experiences with PCS moves, deployments, and time away from family and friends, we are resilient, we’re flexible, we have to be tech savvy and creative in the ways that we communicate with our family and friends, and we’re excellent multitaskers, loyal, you’re always a part of something bigger than yourself. Thank you so much, everyone, for sharing all these with me today. And if you found this activity to be a little bit challenging, we do have some additional ways that you can uncover your greatest skills and strengths. Number one is to list your best traits. Ask others to help you identify your strengths, and discuss specific examples with them, and situations when your traits really made you shine. The MySECO portal also has tools and assessments to help you identify and evaluate your strengths. And if you feel you need to hone your current skills or to develop new ones, the MySECO portal also has professional development resources available at no cost for military spouses. You can access free computer courses to enhance your technology skills, such as, Microsoft Office, or Microsoft Excel courses. You can also connect to the program operated by the Institute for Veterans and Military Families at Syracuse University to gain skills and certifications related to customer service excellence, information technology, and business management. And finally, you want to know your resume. Most likely, you were called in for the interview because your resume made you stand out and told your story, as we learned earlier this morning. So part of knowing yourself is being prepared to discuss anything and everything on your resume, especially your relevance, experience, and achievements. Always, always be prepared to align your strengths to the job, and you can accomplish this by doing some research prior to the interview. Prior to the interview, you want to research key company facts, these include the basic overview, the age, size, and structure of the company, and it's geographic location, or locations. Is it a public, private, or non-profit organization, and who are the organization’s competitors? What are the organization’s needs, mission, values, and culture, and what product or service does the company offer? It’s very helpful to know the names of key personnel in the company, and you can find all this information number one, on the company website, and also by connecting to their social media sites, Twitter, Facebook, and LinkedIn. LinkedIn is a fantastic resource and there are great articles to help you get started with LinkedIn, also on the MySECO portal. Yesterday, the head of LinkedIn’s Veterans Program presented the session LinkedIn for Military Spouses, Behind the Scenes. If you didn't get a chance to attend live, be sure to check the recording where he explores how to unlock an extensive system of LinkedIn tools and resources. Informational interviews also allow you to stay up-to-date on happenings within in the organization, and you may make face-to-face connections that can help you in the future. Once you are ready to play to your audience, what are some basic interview tips to guarantee you provide that STAR first impression you are going for? We want to first think about when first impressions start. And the answer is, as soon as you walk through the door. So, before you even say a word, your image will speak for you, and that’s why tip number one is to dress for success. You want to present a professional and powerful image. Understanding the corporate culture can help you decide on the most appropriate clothing for the interview, and the MySECO portal also has an article about professional dress that includes some additional tips, include dress in a comfortable, well-fitting outfit, wear neat, clean shoes, and minimal, conservative jewelry, carry a nice briefcase or portfolio, and dress one level up. Be professional at all times, and with each person you meet. And map out the logistics for when, where, and how you will arrive prior to the interview. For example, you may want to know if you’re going to have to pay for parking. And remember to listen; an interview gives you a chance to show that you a good listener, so take a deep breath and make sure you understand the question. Don’t be afraid to ask them to repeat the question so that you have a better understanding of what they want to know. Bring several copies of your resume. You may not always need it, but it also shows how professional and prepared you are. And always obtain business cards. This gives you a chance to make sure you not only know and can remember the correct names of the individual or individuals you meet, but you also know how to spell their names correctly after the interview, and we will be getting into the follow-up a little bit later. And finally, know the type of interview. Phone interviews may be used to screen candidates before in-person interviews, or they may be used if you are applying for a tele-work position. You still want to treat this like a professional interview. Panel interviews typically include the
hiring manager, your potential peers, and people from other departments. Behavioral interviews are when
you will be asked to respond to different scenarios to help employers gauge how you will respond in
certain situations. And audition interviews are performance-based, and might include proficiency tests,
presentation skills tests, or other tests that are related to your career field. And finally, knowing the type of
interview can also help you prepare for the length. For example, full-day interviews might actually include
several one-on-one or panel interviews. And a lunch interview could be a standalone interview, or part of a
full-day interview event. So, you have studied your skills, strengths, and accomplishments, you’ve
researched the company, job posting, LinkedIn company page, and mapped out the logistics of when,
where, and how you’re going to get there. You feel ready for the show, but when it comes to the interview,
what are you going to be spending the most amount of time doing? The answer is answering the
questions. The largest portion of your interview will be the conversation, so the best way to prepare for
this show is to anticipate the questions you’ll likely be asked, practice your answers, and come up with
some questions of your own. The MySECO portal has resources available to help you with all of this
preparation. We are not able to cover every single question here today, but we are going to talk briefly
about the motivation behind the question to help you formulate your answer, and then we are going to
see it in action. How many of you participating today have ever had an interview before? Please select the
hand up icon if you have ever experienced the interview process. And I’m seeing a few hands coming up,
quite a few hands, great, great. Even if this could be your very first interview, and you have no idea what
kind of questions you will be asked, having several STAR stories ready to go before the interview will help
to make sure you are as prepared as possible. The STAR method begins with a description of a Situation,
and the Tasks that were necessary for the situation, so this one of your very own past experiences. You will
then describe the Actions you took, and finish by sharing the Results. This way you can prepare a success
story to share not only what you did, but also how well you did it. As you prepare your own STAR stories,
you can use your accomplishments on your resume as an excellent starting point. Understanding the
different types of questions that you might be asked can also help you begin formulating how to sell
yourself. Again, be honest and remember it is not about you, it’s about how you can meet the needs and
solve the problems of the employer. General questions are usually the first questions you'll encounter.
These are designed to learn about your professional background and experience, and they might include
clarifying questions from your resume, on why you left your last employer, or what you were doing during
during a certain employment gap. Behavioral questions. Past performance is a great predictor of what you will do
in the future, so here the employer may ask you how you reacted in certain situations. These questions
might include tell me about a time when you had to discipline one of your employees, or share with me
how you handled a conflict with your manager, or with a co-worker. What if questions are similar to
behavioral questions, but the perspective and timing is different. These questions will focus on how you
would handle certain situations, if they were to occur in the future. And this helps the employer evaluate
how you think on your feet, but also if your response will fit well with their team. And finally, task or ability
questions. These questions evaluate certain skills, for example, how many words per
minute can you type, or they may have you actually edit an article while you are in the interview. We do
have a short list here of some common interview questions, and we have included links throughout the
presentation to resources where you can access over 25 common interview questions that you can
brainstorm your answers to. Most common interview questions deal with your career goals, your level of
interest in the company and job posting, and your skills, motivation, and your interpersonal skills.
Brainstorming and even practicing your answers in front of a mirror or with a SECO career coach can help
build your confidence and comfort for the real interview. Some of these include, tell me about yourself,
name your greatest strength, list your most significant accomplishments within and outside of the
workplace, tell me what attracted you to this company or position, explain why you want to work for this
company. If you have had an interview before, be sure to add the questions you have faced to your own
running list, this way your responses can only keep getting stronger. And perhaps the most important
question to ask, I’m sorry, the most important question to prepare for is the question you hope they don’t
ask. This could be little or no experience, gaps in employment, a lack of education, maybe it’s your age, it
looks like you have moved a lot, are you a military spouse? You always want to prepare an answer for
these questions and again, SECO is here to help you formulate a strong response for your specific situation.
Along with preparing your answers, preparing several questions can help to show your genuine interest in, or understanding of the company. Some of these include: what is the primary goal or responsibilities of this position in the first year? What is a typical day like for someone in this position? Or whom will I work with in this position? How are my duties and priorities established? And what resources will I have access to that will help me perform my job duties? This shows your genuine interest and that you have done your homework, but these questions also help you determine whether or not the company and job will be a good fit for you and a yes for you at the end of the interview. And now that we have reviewed how to prepare for the interview, we are now going to see these tips in action, so let's mock and roll. Here we have Jamie Smith, who is a military spouse candidate and has a Bachelor of Arts in education. Jamie has three years of experience as a high school English teacher, and volunteered as the event chair for her local school advisory committee, while stationed overseas in Japan. Jamie is applying for an academic advisor position at George Mason University, who is also a partner of the Military Spouse Employment Partnership. Let's see how Jamie does.

[Jamie Smith]
Wow, today's the big day, I must admit I'm feeling a little bit anxious about this interviewing opportunity with George Mason University, but I know this academic advisor job is just for me. Let's see, I want to make sure that I did my part to prepare to rock this interview. Great, I mapped out in advance my travel plan to get here, so I had enough time to look everything over. Let's see, I have some extra paper to take notes, and even brought some extra copies of my resume. I have thank you cards to leave after the interview and I prepared three questions to ask at the end, as well. I even have a bottle of water and some breath mints to help keep my mouth feeling fresh. Let's see, what else did I do to prepare? I definitely researched the company, its mission statement, I know the cultural values, I know how they matched my own, I also have a copy of the job posting printed out that I just read right when I arrived. I practiced with my husband, preparing for different scenarios, so I'm ready to answer some of those difficult behavioral questions, and I even prepared several STAR stories. I'm actually feeling very confident. My outfit is professional and neat, my shoes are comfortable, my make-up and jewelry is very modest, and getting here extra early allowed me to even do some deep breathing exercises, which really helped to calm my nerves, so I can really do my best for this interview.

[Employer]
Hi, Jamie, it's a pleasure having you here today to talk to about the academic advisor position. I do have a few questions I'd like to ask you about your interest in the position, so let's get started about telling me a little about yourself.

[Jamie Smith]
Yes, great, well, thank you again so much for having me today. My name is Jamie Smith, and I am originally from a small town south of Annapolis, Maryland. I have an education degree from the University of Maryland University College, and I have three years of experience teaching at the high school level. I also volunteered as the event chair for our local school advisory committee, and actually a few months ago, we just held our largest school fundraiser ever. I'd say it was a huge success, and I've gained excellent organizational skills and leadership skills through my experiences as a teacher and event chair, and I was so thrilled to learn about this opportunity with George Mason University because I know the quality of education that this school offers.

[Employer]
Yes, wow. That's outstanding. Well, listening to all the great things that you've done previously, it sounds like you've executed your duties well. Talk about what you feel are some of your greatest strengths.
[Jamie Smith]
I would say one of my greatest strengths is that I'm an effective communicator. As a teacher and a volunteer, I not only had to know how to communicate effectively with a class of, a classroom of fluctuating needs, and a classroom full of high schoolers with varying learning styles, but I also have to know how to communicate with parents, my fellow teachers, school administrators, and within the community. And my excellent communication skills really have helped me build positive relationships no matter who it is that I'm working with. Another strength is that I value diversity. I worked with diverse cultures, both in the United States and abroad. My volunteer work in Okinawa, Japan, really expanded my abilities to serve and understand unique populations. And one of the reasons I'm also that I'm really interested in this academic advising position with George Mason University is because I know the number of international students that attend George Mason every year. And, it's really a passion for me, I celebrate, I honor and respect diverse economic and cultural backgrounds, those students in the community, and I really believe that it enriches the work environment, and really just makes us stronger as a team, after all, teamwork and inclusion are at the heart of truly valuing diversity, and I work very hard to be an advocate and to make sure than all voices are heard.

[Employer]
Wow. Okay, that was great. Well, given everything that you've shared about the variety of environments in which you've worked, especially in the high school environment, tell me about a time when you worked effectively under pressure.

[Jamie Smith]
Gosh, well, as a volunteer of our local school advisory committee, I was the supervisor, I supervised the largest school fundraiser that we just had a few months ago. We originally had 60 days to prepare for the event, but the date was moved up, so we had to be ready for everything in 45 days. So, I worked with my colleagues and we added time to each of our schedules and we were actually able to get the project done successfully within 42 days. I had a wonderful group of people to work with, and I also think that my effective allocation of the tasks was a huge component in the success of the project. - Wow, I bet that felt good, didn't it?

[Employer]
Yeah. - Well, I heard you say earlier too that you have lived abroad and definitely in the US, so you've certainly had to relocate quite a bit. How long do you feel you'll be in this area?

[Jamie Smith]
Yes. Being part of a military family, I have had to move and transition quite a bit, we did recently relocate here, so we are committed to the area for a minimum of three years. I do have family close by, and we did just recently bought a house, and we love the area, so we are considering staying put, which is definitely something I'm advocating for. Being a part of a military family, I have a lot of experience working with new and varied groups, and I know the importance of, and how to be, a team player. This means that I will adjust quickly, to the requirements of the position, and quickly to the requirements of the office. The military lifestyle, it has presented so many unique challenges, but as a result, I really believe that I'm more experienced, flexible, and adaptable than many of my peers.

[Employer]
Gosh, this is great. I've enjoyed talking to you and listening to your responses. That pretty much concludes everything I wanted to share with you. Do you have any questions that you would like to ask of me?
Well, thank you again so much for your time and for having me today, I was just wondering when I might expect to hear from you?

Well, that's a really good question. What will happen is that we do have more candidates coming in this week, probably into next week, as well. So, after the final person comes in, the selection committee will convene, we will make a decision at that point, it's our goal to reach out to our qualified candidate to offer him, to make an offer, by next Friday.

Okay.

So you will be contacted if you are the selected candidate then. Here is a copy of my business card, so if you have any questions along the way, feel free to email me, and I'll be happy to talk with you about what's going on in the process at that time, okay? Thank you, Jamie.

Thank you.

Please, select the hands up icon if you think Jamie followed many of the preparation strategies that we have discussed today? And I'm seeing quite a few hands going up. Yes, you're right, Jamie was professional and well prepared for this interview. She showed a genuine interest and passion for the university while highlighting her relevant experience, strengths, and how she can be, can add value to the university as an academic advisor. And if you think this would be helpful for you to do, SECO career coaches are available to meet with military spouses virtually to conduct video mock interviews, just like this. These consultations allow us to focus on questions specific to you, your industry and occupation, and to practice your answers to questions you need or want to strengthen. And the finale of every interview comes in the follow-up. So we have three steps we want to focus on today, which include reflect, thank, and pursue. Step number one is to reflect. You always want to think back on what you did well, what you wish you went a little bit better, be sure to jot down any personal connection you might have had with the interviewer, and write down any questions that you did not get a chance to discuss. This also gives you a chance to add information to your notes about projects, strategies, solutions, and ideas that come to mind post-interview, especially if there's a follow-up interview that you'll be having soon. Step number two is to create and send your thank you email or your thank you card. You want to send an enthusiastic, custom thank you within 24 hours after the interview. This gives you a chance to again offer that sincere thank you and state how you will add value to the organization, and you can include a specific reference to help remind the interviewer who you are. This also gives you a chance to clarify anything that you maybe did not state, or wish you would have stated a little bit better during the interview, and to reaffirm your interest in the company and the position. And the final step, number three, is to pursue. This might include a follow-up phone call. We usually recommend waiting at least one week unless directed otherwise, and always, always keep up the hard work. Continue to network, send resumes, interview, and follow-up on positions until you receive the job offer you want. Together today, we reviewed how to play to your audience by knowing your strengths, and explored interview tips to provide a STAR first impression. We discussed how to prepare for the show by practicing your answers to common interview questions, preparing questions of your own, and we saw
a live mock interview. We also examined how to follow-up after the interview and discussed how SECO career coaches can assist you with completing a virtual video mock interview. Again, please give us a call to schedule a specialty consultation. And remember, keep taking action and working hard until you get the job and that yes that you want. As a military spouse, you have so many unique strengths, and you are worth it. Again, we want to say thank you so much for joining us and Happy Military Spouse Appreciation Month to each and every one of you. We're now going to open up the floor to see if you have any additional questions for us today.

[Eddy]
Kristina, thank you so much. What a great presentation. There's several questions out there, but I want to focus in on one that I took a stab at, as well as a couple of the other spouses, and I want to get your expert opinion. Felicia said that I have a panel interview with USAA next week, my question is, during an interview, if you have a unique issue to bring up, would this be the time to do so? My husband is an Air Force wounded warrior, so there may be a time in the future I need to transport him to the doctor, or maybe he will need another surgery. So, I'm very interested in your thoughts on this one, on recognizing that USAA, of course, is a Military Spouse Employment Partnership partner.

[Kristina]
I would recommend in any interview that you should, you do want to be yourself, you want to be honest in any situation, so it may depend on the questions that you are being asked. We don't recommend hiding anything, but we also don't necessarily recommend having, giving all the information out there unless you are actually asked the question. So, we do usually recommend, kind of, really focusing on how you will add value. What you can do for the organization, and then if it comes up, again we always recommend being honest and direct with anything you are asked, but to really focus on your strengths and what you can provide to them not necessarily any of the negative that might come with hiring you.

[Eddy]
Thanks, Kristina. Here's a great one from Heather. She asks, how would you answer this question? Give us an example of a mistake you made and what you did to correct it?

[Kristina]
And so with the mistake that you made, this is where a lot of your STAR stories can also be really helpful or practicing a common interview question. I would definitely recommend staying away from any kind of mistake that's directly related to the job that you're applying for, if you can you can think of another mistake in an area where you have grown and show your strengths that have come out of that mistake, but I would definitely recommend staying away from anything that would be detrimental to that actual position that you're applying for, and a lot of times when you have a video mock interview or a consultation with one of our SECO career coaches, we can help to get a little bit more of a background of the kind of job that you're applying for, and maybe some of the mistakes that are on the back of your mind that you want to talk about, and that way we can help you brainstorm which one might be the best fit for that answer.

[Eddy]
Great. Here's a great one from Janet. At what point would you discuss benefits or wages?
[Kristina]
Yes, that is a great question. We usually recommend not discussing wages or benefits until you know they want you, until you've received the job offer. So, hopefully, it comes after that very first interview, sometimes it may not come right at that first interview, but it will depend on the timing of once you know that they want you, and that's when you can start that conversation, and again, with our SECO career coaches, we can help you create that conversation and different ways that you can present it. And a lot of factors come into play, including your previous experience, the labor market, even where you are living at that current time, so we can help you with all, researching all those different factors, so that you're really prepared to do that once you know that you have the job offer.

[Eddy]
Here's one that every spouse probably in existence that's ever interviewed for a job asks: How do you answer the how long will you be here question?

[Kristina]
Again, we usually do recommend that you do have to be honest. The great thing about SECO and also the Military Spouse Employment Partnership is that it gives you a chance to connect immediately to 374 organizations and companies that are, want to hire military spouses, they know the unique situations, and qualities and strengths that you can bring to their company, and so you know that you can be honest with them because they already know the situation that you are in, being a military spouse. And so, usually, you have to answer that as honestly as you can, but at the same time, we also had another session where we talked a little more about transferring that office job into a work from home, or a remote position. So, we're trying to think of and give resources to military spouses in ways that you can find military friendly companies, but also find companies that might have the ability to take your job with you when you relocate. That's one other thing that's amazing about technology is there's a lot of opportunities now where we can stay connected.

[Eddy]
That's great, and you know, the question always comes up, are employers allowed to ask if you are a military spouse, and there's a lot of different answers to that, and they can ask the question in a way that is permissible, and the challenge comes up then, do I identify as a military spouse? For a lot of our spouses, you know, depending on where you are PCSing to, or where you live, it's going to be quite obvious that you're a military spouse, there's a lot of small, isolated communities where installations are located, so they're going to know up front. One of the things that is so impressive from our Military Spouse Employment Partnership partners, of course, many of them are very large businesses with footprints across the US, they recognize that just like military spouses, who may be leaving in two to three years, but that's not always a guarantee, the current generation, millennials, they are also looking for new employment every few years, so there's a lot of similarities between that. Kristina, anything to add to that?

[Kristina]
No, I think that you're right, that that actually is a very common trend, and also, I did want to mention that USAA, I don't think that we mentioned that specifically, but USAA is a partner with MSEP, and so, again, that's a great way to identify as a military spouse that your spouse was previously active duty, and how that works to identify that as well.
[Eddy]
Yeah, and you know, I mentioned in my comments, that, I mean, USAA, it's a company that is literally built
on the backs of the military, you know, there can't be probably many more military friendly employers that
USAA, but there are so many out there that are interested in military spouses. They see the business case;
we see that more and more from our partners, the testimonials that say, you know, best employee we've
ever had, military spouse. You can count on this employee to do anything, military spouse. So we are a
huge asset to any organization that hires us. So we continue to do that. Now that starts to wrap us up here
for the day. I know there's a couple of more questions that are being typed in, and we'll answer those,
we've still got a little more time, but, as always, there is information
available for download up in the upper left corner, including this presentation. If you are having trouble
with those downloads, if you give us your email, either through the Trouble with Downloads pod, or in the
chat pod, we'll happy to do that. There's another question from Angela: how do you go about explaining
time gaps in your resume?

[Kristina]
That's a great question, Angela. Usually, and again, during a consultation, we would dive a little bit deeper
into what the gaps look like, maybe if there's anything that you were doing during those gaps, like going to
school or if you were doing any volunteer work, so we help you with filling those gaps, because usually,
especially as a military spouse, you are doing things that enhance your skills, whether it is caring for your
family, or volunteering, and so we'll help to bring out all of those skills and strengths that you can talk
about the experience that you had during those gaps and kind of fill those in.

[Eddy]
That's right, and don't forget, that goes with everything, experiences work, volunteerism as work, and our
career coaches are experts at helping you translate your experience into valuable work experience. Again,
as we wrap up here, we have the link to the participation feedback form in the chat pad, please give us
more information, more returns on the information, let us know what we're doing right, and what we're
doing wrong, and how we can make these better events in the future. Appreciate everybody's
participation, it's a great session, loved that mock interview, the more and more interactive we can make
these, the better it is for everybody. And don't forget: you've got Kristina and a whole bevy of other SECO
career coaches at your beck and call, and, you know, this is a benefit that's provided by the Department of
Defense to military spouses, at no charge to military spouses. I've said it many times over the week, that
you really don't know what they can provide until you've give them a call, explain what your situation is,
and they're gonna find ways to be able to help you, no matter where you're at in your education or career
pursuits. So, Kristina, thanks again, gonna look forward to our next session starting up here in about 20
minutes, and we're gonna talk a little bit about family well-being and some relationship tools that Military
OneSource has to assist you and your intimate partner in going from auto to manual pilot. So, we'll look
forward to that session, I hope you guys can join us again in about 20 minutes. Thanks, everybody