>> Rachel Anderson: Welcome everybody. Today is our sixth training in an eight part series discussing the implementation of PD-19-03, which is the RSA-911 case service report. And I just want to say thanks for everyone's patience. We had hoped to get this training out in December, but we were too ambitious with our schedule and just weren't able to get it taken care of during the holidays. So thanks for your patience, again. As a reminder, here are the training objectives. Remember these were thoroughly discussed in training number one, so we do encourage you to watch the full series so that you have all the information because as we discussed many times, there is a lot of things that cross over from topic to topic. So far we have covered background and implementation, VR expenditures, preemployment transition services, supported employment services, and [inaudible] and credential. Today I'm happy to announce that we have a new presenter with us. This is Andy Kerns who many of you may know. He's the information technology specialist with the Data Collection and Analysis Unit with RSA, and my name is Rachel Anderson and I am with the WINTAC. Today for our sixth training we're going to be covering the topic of exit and post-exit data element reporting. Some of the things we're going to talk about today are related to exit and post-exit data elements are they why's behind the changes from Policy Directive 16-04 to 19-03. The required data elements and how to use them. We're also going to discuss some of the quarterly reporting requirements and any tools and resources that we have for you related to this topic. So we're going to start off with the why behind the changes, and I am going to hand things over to Andy.

>> Andy Kerns: Okay. Thank you, Rachel. Good morning. So RSA has made several changes to the exit and post-exit data on it's -- on the 911 in PD-19-03. We deleted some elements, added some new ones, and changed the reporting instructions for some others. And we're going to talk about each element that changed, but overall the reason for these changes was to make them easier for agencies to report and easier for RSA to use in the performance indicator calculations. Next slide, please. Okay. So this first slide has the list at the top there of the elements with modified reporting instructions. So we removed codes from Data Element 354, type of exit, and Data Element 356, employment outcome exit. We removed and added -- we removed an existing code and added new codes to Data Element 355, reason for program exit. And we have updated the [inaudible] codes from 2010 to the 2018 [inaudible] codes for Data Element 357, primary occupation at exit. We changed the requirement for Data Element 360, hours worked in a week at exit, so agencies don't need to verify that these hours are from employment, the primary employment on the [inaudible] we thought that was a little bit too difficult for agencies to verify that. So the second list shows data elements that have been removed from 911 report. Data Element 358, start date of employment in primary occupation and then Data Elements 361 through 375, those elements are used to report benefits received at exit and we didn't think that we needed that many elements to go into that little of detail, so we have condensed them and replaced them with some more generic data elements. Okay. Next slide, please. So here we have post-exit date elements that have been removed from the 911. So Data Elements 380, 381, 387 and 388 capture first and third quarter after exit quarter data that we don't use in the annual report indicators. Date Elements 382 and 384 capture post-exit training and match data that we don't use. And Data Elements 390 and 391 captures fourth quarter after exit quarter wage data that's not in the performance indicators. So the next bullet shows the two new data elements, Data Element 396 and 397, and these replace the 15 exit benefit data elements that were deleted. And reason for exit, I'm going to talk about that -- changes on that one. Next slide, please. Okay. I'm going to talk about the data elements that are reported on the 911 at the time of exit. Next slide, please. Okay. So Data Element 353 is the date that an individual exits the VR program. This data element should be left blank while the case is open. And once it's -- once the person exits and this data element is populated the agency needs to be able to verify that date with supporting documentation. Next slide, please. Okay. Data Element 354 is the type of exit. And this element uses a code to show the state of the VR process where an individual exits the program. Now, under PD-19-03 we have removed code 8. So you no longer report someone as an exit for a potentially eligible student with a disability. Now, the pre-employment training services webinar from this training series explains how potentially eligible cases should be reported under PD-19-03. Next slide, please. Okay. Data Element 355 is the reason that an individual exits the VR program. So reason for exit, type of exit, and date of exit should all be reported in the same quarter when the exit occurs. The reason for exit codes are used in the annual report performance calculations to determine which cases should be excluded from the calculation. For example, a case with code two reported as the reason for exit because the individual had a health or medical issue would not be included in the denominator for the measurable skills gain calculation. Next slide, please. Okay. This slide shows the reason for exit codes that are used to determine which cases are included in the annual report calculations. The box on the left shows the reasons that would result in a case being excluded from the indicator. And the box on the right shows the codes for the reasons for exits for cases that would be included in the calculation. Okay. Next slide, please. Okay. And at this point I'm going to hand it over to Rachel.

>> Rachel Anderson: Thanks, Andy. Now, really quickly, we -- even though we're not going into depth on all the new reasons for exit, we did want to at least reference the ineligibility codes. There are now four ineligibility exit codes in the 911. So code 06 is the individual was determined eligible for the VR program, however, the individual was no longer eligible because he or she no longer wished to seek competitive integrated employment, or the individual's disability prevented the individual's ability to see competitive integrated employment. So that one -- this one was in PD-16-04, however, this one tends to cause some confusion for states. So we just wanted to make clear that this is the ineligibility code that you use for someone that you may have determined eligible and at any time after that it could be prior to IPE development, it could be a year after they have been engaged in their IPE receiving services, if this circumstance applies to them, and they no longer are eligible for the program, this is the code you would use to close them. And as Andy showed you on the slide before, all of these ineligibility reasons are excluded from the performance measures. Code 08, 22, and 22 are going to be those ineligibility decisions that you make at the time of determination. So code 08 is the individual was found to have no disabling condition, no impediment to employment, or did not require VR services to prepare for, secure, retain, advance in, or regain competitive integrated employment. So you'll see that previously those were all broken out into different codes, and now it's just combined for those ineligibility reasons under the Regulations into code 08. Code 21, this is a new one. And this is the individual applied for VR services pursuant to Section 511 of the Rehabilitation Act, and was determined ineligible because he or she did not wish to pursue competitive integrated employment. We think this is a great addition. We know that a lot of states deal with circumstances for Section 511 and I think that this is going to be a great way for you to have the ability to actually track how often this is happening. So we're going to give a couple of examples of how to use this code in a minute. And then code 22, this is an ineligibility decision for Following Trial Work Experience, the individual was determined ineligible because the individual was unable to benefit due to the severity of his or her disability. So this is obviously after the Trial Work Experience, and the VR counselor and agency has clear and convincing evidence that the individual cannot benefit. So just wanted to give a little bit more detail on those because you now have four different options for reporting ineligibility. Andy, do you want to go over the crosswalk for Appendix 6?

>> Andy Kerns: Sure. I can do that. Okay. So this slide shows the crosswalk between the reason for exit codes as they exist now under PD-16-04, and the ones that will be used under PD-19-03. Now this crosswalk is available on the RSA.ed.gov website, and the list on the slide comes from that document. So, for example, you can see on the left you have code five for foster care which is going to be removed. So under PD-19-03 where you currently use code five you would use code 19 [inaudible] the reasons. Next slide. Okay. And the next slide just shows the remainder of the codes. And you can see down there at the bottom are the three new codes that were added PD-19-03. Previously you would have had to report these under code 19, all of the reasons, now you can break them out with the new codes. Okay. And I'll turn it back over to Rachel.

>> Rachel Anderson: Thanks, Andy. Okay. So for the next couple of slides these are the examples we wanted to share with you. RSA and the WINTAC, we both get quite a few questions on how and when to use these codes. So all the reasons for exit, they can, for the most part, be used at any time during the process. So code number 18, no longer interested in receiving services or further services, this, oftentimes, is used after IPE, when a person engaged in services and were quote/unquote, "unsuccessful closure." But if the person is no longer interested in receiving services even after they were determined eligible prior to IPE you could use code value 18. So just keep in mind most of these can be used at any time during the process, other than some of those eligibility ones we talked about. So this is our first example. A VR participant is trying to attend training, while also working and getting other aspects of his life on track. The individual has been missing school and now showing up for work. In addition, he routinely misses appointments with his VR counselor because he says he is "too busy". This has been consistent for an extended period of time, regardless of multiple attempts by the VR counselor to engage him in his IPE. So this is a common scenario. There's lots of variations of this, but most of you can relate to this type of a scenario. So in this situation you would use Data Element 354, type of exit, code four, which is individual exited after an IPE without an employment outcome. And the reason for closing this person's case or exiting them from the VR program and Data Element 355, reason for exit, you would use code value 18, no longer interested in receiving services or further services, which is described as individual actively chose not to participate or continue in the VR program. Also use this code to indicate when an individual's actions make it impossible to begin or continue a VR program. Examples would include repeated failures to keep appointments for assessment, counseling, or other services. So our next example, this is example 2a. I wanted to give you two examples for Section 511. So this is example 2a. A youth with a disability applies for VR services, but before she is determined eligible she decides that she is not interested in pursuing competitive integrated employment and wants to continue in working in subminimum wage employment. The counselor finds the person ineligible. So in this case Data Element 354, type of exit, would be code zero, individual exited as an applicant prior to eligibility determination or trial work. And the reason for exit under Data Element 355 would be code 21, ineligible. And this is that new added Section 511-1, the individual applied for VR services pursuant to Section 511 of the Rehab Act and was determined ineligible because he or she did not wish to pursue competitive integrated employment. Example 2b, so this our second example for Section 511, a youth with a disability applies for VR services and is found eligible. He develops an IPE with his VR counselor, and the VR agency provides services. However, he later determines that he is no longer interested in pursuing competitive integrated employment and, as a result, the VR counselor determines that he is ineligible. So this one is a little bit different. This is after he engaged in an IPE and was receiving services and wanted to work towards competitive integrated employment but then changed his mind. So in this scenario Data Element 354, type of exit, would be code four, individual exited after an IPE without an employment outcome. But the reason for exit is going to a little bit different because remember the other one was eligibility determination, this one is after an IPE and was later to be determined ineligible. So this is that Data Element 355 for reason for exit, code six, ineligible because the individual was determined eligible for the VR program. However, the individual was no longer eligible because he or she no longer wishes to seek competitive integrated employment, or the individual's disability prevented the individual's ability to seek competitive integrated employment. Our last example here, a VR participant begins working, however, she is struggling to work due to the effects of her disability. Because of significant health concerns she decides to focus on her recovery and stop working. As a result, she has indicated that she is no longer interested in pursuing competitive integrated employment. So we hear this one a lot, too. There's lots of different scenarios here, but sometimes our participants have significant health issues and disability issues that they're just not -- they want to, and maybe they try, or they make efforts, but then they really need to focus on their recovery. So in this scenario Data Element 354, type of exit, would be code four. Because once again this individual exited after an IPE without an employment outcome. And Data Element 355, reason for exit, would be code value six, ineligible. So I'm not going to read that one again, but hopefully you get the idea of when and how to use some of these eligibility determinations -- or reason for exit. We did not use an example for competitive integrated employment. We thought that that one is pretty self-explanatory, but let us know if you do have any questions on how or when to use those. So next slide is just a snapshot of the RSA-911 and PD-19-03 for the employment outcomes date elements at exit. So Data Element 356, employment outcome exit, they did modify the list of choices in this. But when you're exiting the individual you need to identify what type of employment they exited in. So you've got competitive integrated employment, self-employment, Randolph-Sheppard BEP, state agency managed BEP, supported employment in competitive integrated employment, and then you'll see code seven is homemaker. Now some of you might be wondering, why is homemaker still an option under this data element? So as you may know, [inaudible] code continue to provide services to individuals with uncompensated employment goals on their IPE that were approved prior to the effective date of the final Regulations until June 30th, 2017. Unless a longer period of time was required, based on the needs of the individual with a disability, as determined by the VR counselor, and the person with a disability, and as it was documented in the individual service record. So with the current version of the 911, under PD-16-04, when -- because it went into effect on July 1st, 2017, some people may have exited as homemakers in the program year 2017, 2018, or even 2019, depending on those individual circumstances. So even though those closure reasons are no longer supported, or those options, this code still exists to compensate for any of those lingering possible homemaker closures. This next slide shows the remaining of the employment data at exit elements. So 357 is primary occupation at exit. And as Andy described earlier, the PD-19-03 has moved over to using 2018 SOC codes. 359 is hourly wage exit. And you'll see that something we've got highlighted here is that the data must be verifiable through supporting documentation. So this is something that I know causes some agencies some heartache. But at the time of putting somebody into 90 days to start the closure process you have to have verification of employment. And then, again, when you're closing the case you have to be able to document the hourly wages through supporting documentation. So we just want to make sure we pointed that out. And then Data Element 360, you also document the hours worked in a week at exit. Okay. Andy, do you want to take over the post-exit data elements?

>> Andy Kerns: Sure. So on the next few slides we're going to talk about the data elements that are reported after an individual has exited the VR program. Okay. Next slide. Okay. So first I'm going to talk about the elements that are used to determine credential attainment. You can watch the credential attainment and [inaudible] webinar from this series to get more details about credential attainment indicator and how that's calculated. Next slide. Okay. This slide talks about the secondary credential attainment indicator. In order to be in [inaudible] for this indicator a participant with a secondary school diploma or equivalent must either be employed or enrolled in post-exit education or training within one year of exit. And this is determined with Data Element 376, that's used to record enrollment in a post-exit education or training. And then employment can be recorded in either Data Element 379, 383, 386, or 389. Okay. Next slide. Okay. Post-exit credential attainment is counted in the numerator for the annual report if a post-exit recognized credential date is recorded within one year of exit. So the date of attainment of the credential must be reported in Data Element 377, and the type of post-exit credential is recorded in Data Element 378. And, again, you can see more examples of this in the training webinar number five. Next slide. Okay. So the remaining post-exit data elements are those that are used to calculate the post-exit employment indicators in the annual report. Next slide. The Data Element 383 is employment in the second quarter after the exit quarter. Codes one through four indicate various forms of employment. So when these codes are reported they must be verifiable with supporting documentation. And this data element is used to calculate the employment rate second quarter after exit performance indicator. Next slide. Okay. So employment rate in the second quarter after the exit quarter is one of the performance indicators on the annual report. So RSA gives agencies two quarters to obtain their post-exit employment status. So that means the population of cases used in the annual report calculation would be those cases that existed in the previous program year. This means that when we calculate this indicator on the program year 2019 annual report, we're actually going to be looking at participants who exited in program year 2018. Now, we would also exclude from that population cases based on the reasons for exit, as we discussed previously. So out of that population only those participants who are reported with codes one through four in Data Element 383 would be counted in the numerator. Next slide. Data Element 385 is the element used to report quarterly wages earned in the second quarter after the exit quarter. And like -- as before, you have to have supporting documentation to verify the wages that are reported in this data element. Next slide. Okay. So median earnings in the second quarter after the exit quarter is another performance indicator on the annual report. So the population of participants for this calculation are cases with quarterly wages in the second quarter after the exit quarter that have a value greater than zero and less than 999,999. Now this population should be the same cases that are in the numerator for the employment rate calculation. It is possible there could be some situations where someone who is reported with code -- one of the employment codes one through four in Data Element 383, but they don't have any quarterly wages reported in Data Element 383. But those situations would be unusual, so this is something that you might want to -- any case where that occurs you might want to take a second look at it and make sure it's being reported correctly. Now to determine the median, the median means that there are just as -- it's the value that falls in the middle. So we take all of the wages reported for that population in this data element, Data Element 383, and list them in order. The median wage would be the one that falls right in the middle, there's an equal number of higher and lower wages reported. And in the case that the population is an even number, we would take the two values that fall in the middle and the median would be the average of those two. Next slide. The Data Element 389 is employment in the fourth quarter after the exit quarter. And as with all the others these -- whatever is reported here, the employment codes must be verifiable with supporting documentation. And this is just like -- just like employment rate for the second quarter after the exit quarter, except, you know, this time we're dealing with fourth quarter after the exit quarter. Next slide. So employment rate in the fourth quarter after the exit quarter is another of the performance indicators on the annual report. And it's calculated similarly to [inaudible] the second quarter after the exit quarter, but we're using Data Element 389, and of course we are going back an additional two quarters. Now, because with the two quarter lag added in, the cases used to calculate this rate for the annual report would be those cases that exited in the first or second quarter of the previous program year, or the third or fourth quarter of the program year prior to that. So that means that when we calculate this indicator on the program year 2019 annual report we're going to be looking at cases that exited in Q3 and Q4 of program year 2017, and Q1 and Q2 of program year 2018. So just as with the second quarter calculation, only those cases reported with codes one through four in Data Element 389 would be counted in the numerator. Next slide. And I believe this is -- Rachel is going to talk about this.

>> Rachel Anderson: Thanks, Andy. Okay. So for those of you that are using the retention with the same employer option for the performance indicator of the effectiveness of serving employers, this is how you can document that in the 911. So not everyone is using this option, so it will likely be blank if you're not using it. But Data Element 392 is retention with the same employer in the second quarter and the fourth quarter after the exit quarter. So just to be clear, what Andy just talked about with the employment rate second quarter after exit and the employment rate fourth quarter after exit, those are independent of each other. However, we do look at the retention of those two quarters when we're looking at it from the perspective of serving employers. So if you document this you can either document that code one, the individual's employer in the second quarter after exit matches the employer in the fourth quarter after exit, or zero, the individual is not employed in the second or fourth quarters after exit, or the employer in the second quarter after exit does not match the employer in the fourth quarter after exit. So like Andy has said, this information is reported in the annual report each year. Most, if not all, of VR agencies are not reporting this information themselves, they are reporting it to their labor partners and the labor agencies are reporting it in the annual report. So, again, if you are using this retention option, you can document it in Data Element 392 and then have that information to share with your partners. So just keep in mind this one definitely takes some collaboration with your core partners. Now we're going to talk about the post-exit reporting requirements in a little bit more detail. We wanted to provide an example for you because this can get super complicated, even RSA in the WINTAC, we often have to chart out the quarters and the cohorts and how far off we're looking. So we did want to give you an example of this. I will let you know, this example is on our website, on our FAQ page. So I'm sure that it will be helpful for you to spend a little bit more time reviewing it and absorbing it. So we're going to go through it pretty quickly here. So if a participant exits the VR program on September 15th, 2018, the participant exited during program year 2018, quarter one, which ends on September 30th, 2018. So the state VR agency must collect and report information on this participant for six full quarters through the end of program year 2019, quarter three. So due to the two quarter lag in receiving UI wage record data, the state VR agency receives the program year 2018 quarter three data, which reflects the participants employment in the second quarter after exit and median earnings in the second quarter after exit quarters in program year 2019, quarter one. So already super confusing. So the state VR agency then reports this data in the quarterly report due to RSA by November 15th, 2019. Similarly the state VR agency receives the program year 2019 quarter one data which reflects the participants employment in the fourth quarter after et in program year 2019, quarter three. The state VR agency then reports this data in the quarterly report due to RSA by May 15th, 2020. So this next slide, this is just a visual. Some of us are visual learners, some of us are better at the written, so we wanted to have both examples for you. This just outlines the example that I just read to you. So if you look at the chart, we have our program years, we have our quarters, we have the exit quarter, and then when the reports are due, and then what data happens to be in those different types of quarters. So in our example we said that in program year 2018, quarter one, the individual exits the VR program. So they exited during the timeframe of July 1 through September 30th, 2018. So that's the exit quarter. So the first quarter after exit is program year '18, quarter two. No data is collected in this quarter, so that's just the first quarter after they have exited. Then we move on to the second quarter after they have exited, which is going to be program year 2018, quarter three. Again, this is the second quarter after the exit -- the person has exited, which is January 1st through March 31st, 2019. During this quarter this is the timeframe in which the individual is working and employed, hopefully. So this is when we're going to -- the timeframe of the employment, second quarter after exit, and the median earnings second quarter after exit data. So this is when we start to get into the lag. Fourth quarter of program year 2018, which is the third quarter after exit, this is when employers report wage data from program year 2018, quarter three, which is that second quarter after exit timeframe in this example. This is when they report that data to the state UI agencies. So for most of our agencies you can't access that data, so this is that two quarter option that Andy talked about that they have given you to report the information. So some of you also -- just a side note. Some of you may be getting data from other sources, not just UI. So if you do have a supplemental wage information policy and you have other options that you're gathering that data outside of UI, you can report it in this quarter if you have it. But this is just -- this example is just referencing the lag because of the UI data. So then we move over to the fourth quarter after exit, which in this scenario ends up being program year 2019, quarter one, which is July 1 through September 30th, 2019. So a couple of things are happening during this timeframe. This happens to be the timeframe, so the fourth quarter after exit, in which we hope that the person is still working. This is also when the state UI agency will provide the data to VR for program year 2018, Q3, which, again, was the second quarter after exit data we need. And so that is the quarter in which VR would report the second quarter after exit data to RSA by November 15th, whenever they submit their quarterly report. So a handful of things are happening in that timeframe. Then we move on to the fifth quarter after exit, which is program year 2019, quarter two, for this example. And, again, this is kind of that lag quarter. So this is when employers report wage data to state UI. Again, if you have the data, feel free to report it. But in this scenario we're considering that there's that lag for UI. And then we move on to the sixth quarter after the individual exits. So all the people that are in this quarter cohort, this would be their last quarter that the agency is required to report on them. So the sixth quarter after exit in this scenario is program year 2019, quarter three, which is January 1st through March 31st, 2020. This is when your state UI agency can provide information -- the UI information to VR. So they finally have the fourth quarter after exit quarter data. And so that is when the VR agency would report that to RSA by the due date of that quarter report, which is May 15th, 2020. And at that time the state VR agency has finished reporting all of the requirements on this individual. And anyone in that quarter you no longer have to report on, so you have met the sixth quarter requirement. So, again, pretty complicated, but we hope that that kind of outlines, you know, how the quarters follow, and the program year quarters versus the exit quarters, and the sixth quarter timeframe for reporting on participants. So, Andy, do you have anything to add to that, or anything that maybe I missed or caused confusion on that you want to address?

>> Andy Kerns: No, I think that was great. I just want to emphasize what you said, I -- this is very confusing for me, keeping track of second quarter after exit quarter and fourth quarter after exit quarter, and I find this chart very helpful. I will fill in this chart and just adjust the quarters on the left when I'm -- when I need to look at this. And what I think -- what I forget sometimes, and what I think is important to remember is the quarter that the exit takes place is the exit quarter, which is zero on this chart. And then exit quarter two on this chart is the second quarter after the exit quarter. And then four, exit quarter four, is when the second quarter after the exit quarter data has to be reported. And that is -- exit quarter four is also the fourth quarter after the exit quarter. And then exit quarter six is when the fourth quarter after the exit quarter data has to be reported. So --

>> Rachel Anderson: Thanks, Andy. I think people will probably be comforted that you look at the charts too and have to outline for you too, because it really is just so complicated. So thanks so much for that. Okay. We are finished with today's webinar. I did want to reference just a few internal controls for you to keep in mind as you are either developing policies or procedures, or as you are collecting and reporting this data for exit and post-exit. So internal controls should ensure accurate tracking and reporting of all exit and post-exit data. Internal controls should prevent agencies from reporting exit and post-exit data without data validation procedures, including the use of allowable source documentation. So we did try to point out, as usual, some of the areas where source documentation is needed. And then internal controls should identify possible anomalies or outliers in the data being reported. Andy mentioned this a little bit in his examples. And then, for example, here, if the VR agency reports that an individual is working at exit or post-exit, internal controls should ensure that wages are also reported on the RSA-911. So just keep in mind, for those of you that your role is reporting or submitting the quarterly reports, passing the RSA-911 edit check submission doesn't catch these type of issues in agency data. So it's always a good idea to have processes in place to review data to make sure that you are confident in what you are reporting and knowing that it actually makes sense. So wherever you can do some qualitative reviews and looking at those outliers and different things. The -- even though I know it's super exciting when the quarterly report gets accepted with no errors, there still is lots of room for anomalies and outliers, which also can be errors. So just keep that in mind. Okay. So finally we're six quarters -- or six trainings through. We've got two left. We hope to cover new data elements, some additional need to know information as you move forward in your implementation of 19-03. And then we want to cover all the information that is used in the WIOA annual report, so you have a little bit more knowledge from that perspective. Keep in mind that we are always asked -- like we always want feedback from you. So please let us know. Contact us if you have questions, concerns, or any areas needing clarity. We really want these trainings to be as helpful as possible. And we have only got two left. So if you can reach out, ask your questions, let us know where you need us to spend some more time. We really want to be able to answer those questions in the last couple of trainings. So just one more plug to -- we truly want your feedback, so contact Andy or any of our other colleagues at RSA, or your WINTAC contact, and we will do our best to answer those. Here are your resources for today's training. As always we have 16-04 and 19-03 links for you. In this one we also added TAC-17-01 because we're talking about calculations and performance in this training. We also attached the Crosswalk that Andy referenced, so you can see where the changes are from 16-04 to 19-03. And then also I did attach a link for the WINTAC FAQs. So this includes that chart that we just went over, that example, and it does have an additional chart to show when we will have full performance information. So that's another one that's usually helpful for folks. So just wanted to give you a direct link for that information. And then here is Andy's contact information, and mine, as well. So as always please reach out to your data unit liaison, contact Andy or me, and let us know if you have any questions. So, Andy, do you have anything else to add?

>> Andy Kerns: No, but I just want to thank you, Rachel, for all the work you do on this presentation, as well as all the others. I think these are a great resource.

>> Rachel Anderson: Okay. Thanks, Andy. Thanks, everyone.