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>> Thanks for joining us.

>> Enjoy today's webinar.

>> This is Andrew Houtenville from the University of New Hampshire, I'm joined by John O'Neill at the Kessler Foundation, and Denise Rozell at the Association of Centers on Disability, AUCD. We're here to bring you an update on some of the more detailed COVID numbers. If people are interested. We will get updates from John and Denise.

So this is webinar is a joint webinar with the Kessler Foundation and University of

New Hampshire, this is discussing the circumstances around COVID. Today's agenda, we'll start off with the numbers, these are numbers that we're able to estimate using the microdata that is provided for the survey. And then we'll hear from implications from the field with Denise and John, and then a Q and A period.

The numbers. These are some of the numbers that we shared two weeks ago on the regular nTIDE result. If we look at the percentage of people who are employed, the employment-to-population ratio. We see a little bit of softening, this is March, this is early March, and we see a little bit of softening, a decline for people with disabilities, not so much for people without -- for people with disabilities, we see the decline for people without disabilities. We do of course see the big gap in the employment of people with and without disabilities. So when COVID starts hitting the economy in April, we see a massive decline for people with disabilities -- without disabilities, declined substantially. For people with -- sorry. For people with disabilities, it declines, but people with disabilities have seen worse before. In the mid--- in the year 2014, almost the whole year the percentage employed was below what we saw at the early part of the pandemic. Going to May we see a bit of recovery for both people with and without disabilities. For June, adding in June, we get a little bit more for people -- for both people with and without disabilities. A much more substantial jump for people without disabilities.

Adding in July, we get a little bit of slowing down of this big recovery, people without disabilities increased, people with disabilities actually decreased a little bit. And one of the big reasons for this fairly substantial jump for both people with and without disabilities over these first three months post-April is that many people were on furlough and temporary layoff, and as the employers started to figure out a little bit more the economy started to open up a little bit more, people were going back to work.

We see a slight jump for people with disabilities down below here in the green color. And an improvement in August. So August brings a bit -- and we're doing August now. These are the latest numbers. It takes me a bit. We see a bit of improvement for people with and without disabilities, but again, these numbers are not that great. For people with -- without disabilities, it's kind of at the low of the great recession, the great recession is the employment effect really lasted for people without

disabilities into 2010.

So a bit of a recovery. For people with disabilities, we're starting to see a little bit of slow in this recovery. And while it's above what -- during the Great Recession there's still a lot of room to go to get back up to some of these more positive trends that we saw prior to COVID.

Just looking at last August, we're talking about almost 4%age points for people with disabilities and about 5%age points for people without disabilities.

This is a standard way of dividing the labor force in the U.S.

There's employed, there's unemployed, and there's not in the labor force. Employed are your working. Unemployed is either mainly two things. You're on temporary layoff and potentially being recalled, or you're actively looking for work. If you're not on temporary layoff, they'll ask you, they'll ask you, are you looking for work. If you're actively hooking for work in the last four weeks, you stay in the unemployed, if you're not actively looking for work in the last four weeks or on temporary layoff, with the hope of being recalled, you're not in the labor force. You're not engaging in the labor force.

This is a fairly standard way of -- this is the standard way that the Bureau of Labor Statistics breaks down employment status. So what we see for people without -- I'm going to start with people without disabilities. We see a big decline in the proportions, so this is the 2019 average is your farthest bar to the left. You see a massive decline in the percentage employed, almost a quadrupling of the percentage who are unemployed. This is not the unemployment rate, the unemployment rate has a different denominator. This is the denominator, is the whole population of people without disabilities.

The unemployment rate is a weird statistic in that it only includes people in the denominator, people who are working or actively hooking for work, not in the labor force doesn't appear in that denominator. It's actually a bigger number because the denominator is smaller.

In any event, we see it's -- a slight decline in the nonlabor force participation, so some people may have retired at this point. And/or gone back to school is another reason for not being in the labor force. Then we see over time and narrowing, an

improvement, a slight increase in the percentage who are employed, the percentage who are unemployed, either on furlough or temporary looking for work narrows, declines. And then we see an improvement in the labor force participation. We kind of see leveling off, not as big a jump.

For people with disabilities, the store is going to actually be similar, but again, we're going to see the big gap between people with and without disabilities. So this percentage employed is way down here. The gap between people with and without disabilities is well documented and long-standing.

Now, the percentage who are on -- who are not -- who are unemployed almost doubles, more than doubles, and then stays the same in May, and kind of starts to improve a little bit over time. And into August we see a slight improvement.

A really good thing, and this is one thing that we've been really focusing on in our standard nTIDE report, and in this reporting, is the not in the labor force. This percentage, or the -- 100 minus, it would be the labor force participation rate, but this percentage, the percentage who are not in the labor force is relatively steady, and actually almost back to the 19 -- 2019 level. And for me, that's a really good thing. Because my biggest concern was that people without -- people with disabilities would permanently exit the labor market. Stop looking for work, not be on furlough, not be -- have furlough available to them among their Morris, and you'd see people with disabilities leaving the labor market. So that was my biggest concern, and so far we haven't seen a big exit from the labor market all together, from the labor force. That's a real good sign.

I'll come back to that statistic in a bit.

However, we want to take a look now at this group -- this unemployed group. While it's diminishing, its composition is changing in a very important way. I want to demonstrate that. So the number of unemployed is declining, so here's the number of unemployed, so people with disabilities on the right-hand side, and people without disabilities on the left-hand side. That doesn't switch when you guys are -- no. All right.

So we see the big jump with April and then the decline. Same with people with disabilities, a big jump, and a decline. However, this decline is not really advancing

very fast. We see a much faster decline for people without disabilities. People with disabilities, we see, this is disappointing these last couple months.

However, this number is declining, right, good, that's a good sign. However, it's changing. In a very important way. And we're going to take a look at the percentage, I'm going to break these gray bars into the percentage who are looking for work, and the percentage on temporary layoff. Now, if you've been a part of this call, you know that we've been focusing a lot on the percentage who are in temporary layoff. For me that's a good thing, relative to them not being on temporary layoff and looking for work or being out of the labor force all together. So we're really looking at this group pretty carefully.

If we take the people without disabilities first, let's take a look at what's happening. We see the big jump in employment all the temporary layoff. Temporary layoff is something that was really small percentage of the unemployed. The last time it was above 25% was back in 1973, when there was a recession and a lot of major automobile and manufacturing employers used that opportunity to shut down plants and retool plants. Temporary layoff was really based -- this survey started in the '60s. It was actually -- temporary layoff was seen when plants would close down. But the pandemic has brought it back to the forward. We've never really seen layoffs to this level, ever. It's triple what its previous maximum was. This number was 25% as I said in 1973.

So we see a decline in the percentage, the proportion. So this is the proportion of the unemployment, of the people who are unemployed, right, the proportion, it's becoming much more towards the looking for work. And for me, that's a signal of, all right, the remainder of the recovery might be slower. Because people have to look for new jobs. They're no longer potentially being -- going to be recalled. Let's put in people with disabilities, again, we see this enormous jump in the temporary layoff, and then it's declined. Look -- the difference is pretty big between people with and without disabilities in August, two-thirds are looking for work. Only a third are looking to be recalled. Right? And so again, this -- and this number didn't change. This -- the height of this bar didn't decline. The number of people with disabilities were unemployed, didn't decline very much. Yet the proportion that are on temporary layoff

declined pretty substantially.

Let me put some numbers on this. So instead of the percentages, let's look at the numbers. The number of people looking for work, again, good that they're looking for work and not out of the labor force, right? The number of people not on the -- looking for work actually increased from July to August. Why could that be? Well, this is cross-sectional data, we're following the population over time, not the same people. This could be the southern states and California, which had rises through July and August in COVID -- having some issues. But you would also think the layoff would increase too, because that's kind of the first line of defense is the layoff for many firms, don't want to lose their trained employees.

This is, for me, a sign of concern that as the pandemic, as the economic recovery continues, and I do expect the economy to recover, it may be slower to see progress in the future. Because more people who are not on temporary layoff hoping to be recalled, the longer this lasts the more likely they're to be looking for work.

I want to return to the labor force participation rate. As I mentioned a little bit throughout, I think it's a good thing that it hasn't declined. So this is the percentage who are in the labor force. This decline is kind of around where we were before the pandemic. That's a really good sign. It may be a sign that people with disabilities are sticking in the labor force, they're not jumping out, they -- I have applications to SSDI and SSI, I want to look at those application numbers. I haven't downloaded the updated files in a while because with these numbers, I would expect that the number of applicants to DI and SSI would stay around the same as it was prior to the pandemic. Probably going up a little bit initially.

For me, you know, some good news and some areas of concern. I'm going to turn it now over to John and Denise, again, if you have questions, you can look at -- actually before that, people can ask it in the questions. I actually have the -- that proportion, that shift in the early versus the late states. The late states meaning states, the top 10 states who had COVID come late, and then the early states. So basically northeast predominantly in the early states, and the southern tier being in the southern tier reaching out to Arizona being in the late states. Not a lot of difference, actually. Pretty much the same story. The magnitude of the changes aren't as big,

but -- anyway. I'm going to turn it over to John, but someone can ask me that question and Ferris will have to give me the ability to share my screen.

>> JOHN: Thank you, Andrew. As I've done in the past, I've checked in with a relatively small supported work program in New York City that I'm familiar with. And they've seen some changes since April. For example, they have about 240 individuals in the supported work program, and all with developmental disabilities and the -- and they've -- in terms of working, in April they had 41 of those individuals working. And 110 were on layoff at that time. When we move into September, they have about 83 individuals that are -- that are working. And they have about 92 on furlough. The number of individuals on permanent -- that are permanently laid off is relatively small, and -- in April it was six, and in September, about five. And the project director tells me that most of their efforts and their focus has been on returning people to work that were working prior to the pandemic. There isn't a lot of -- there aren't many new jobs being found, and -- but the staff are spending also quite a bit of time with employers, developing employers, relationships with employers N. an attempt to be -- in an attempt to be in the Morris' minds, as they begin to open up and begin to bring people back to work.

One of the -- this program does a lot of customized employment. As a matter of fact, that is their primary methodology. And it's difficult at this time because employers don't really understand what the jobs are going to look like as they begin to open up. So it's very difficult to think about customizing employment jobs, because it's based upon job carving, as we all know. And when you don't know who, how the responsibilities are going to change, amongst the current employees, as employers open back up, it makes it very challenging to say the least in terms of carving out positions, meaningful positions for individuals.

That's basically the update from me in terms of this one program that I'm associated with in New York City.

>> DENISE: I'll jump in, this is Denise. Just as we usually do on these calls, just to do a quick federal policy update, and as I said, we were talking before we got on the call, it is -- it's going to be quick because really the answer is, nobody knows. There have been -- as we all have talked about on previous of these calls, these and the

regular nTIDE calls, there have been a variety of things going on, there have been a variety of bills that have come forward, the house passed their bill way back in May, something like that, which is known as the Heroes Act. There was a suggested senate Republican bill at one point that never really got off the ground, there was just in the last week or two senator McConnell put a bill on the floor that was what has been called in DC the Skinny Bill. So the Hero's Act is up to \$4 billion, the Republican draft we saw but never really got off the ground was around \$2 trillion -- \$1 trillion. The Skinny Bill was at \$500 billion and that didn't even pass enough to move forward either. So there continues not to be a bill in the senate.

You can watch the news as well as I can in terms of who is talking to whom each day. There's a new one now from what's called the Problem Solvers Caucus which the president highlighted yesterday or the day before as something he might be interested in. So there's some thought now maybe that will move. That will move the parties to start talking again. Right now people are not talking. And the main players here actually, the White House team and the House team, basically, led by representative -- Speaker Nancy Pelosi and the White House team, Senator McConnell is playing in that way but not really one of the leads. So the question is can they come back and talk and will this new Problem Solvers Caucus which is more -- it's somewhere in the middle, but nobody seems to know.

So the bottom line here is, nobody knows. What we keep hearing from staff on the Hill as opposed to what we're reading in the newspapers, the newspapers seem to say, well, maybe this will push them together, maybe they'll have a conversation. What we keep hearing from staff is that it is becoming more and more unlikely that anything will happen. That's a COVID relief package. Something will have to happen to keep the government open on appropriations, the regular appropriations process. We think that will happen. Everyone keeps saying it's going to be a clean bill, meaning just basically continuing on whatever happened from last year's appropriations will continue until whatever set date they set for this bill. Looks like December sometime perhaps. But, again, that's kind of up in the -- something will happen on that one, because they have to or they'll shut down the government and nobody wants to shut down the government a month before an election. So that's not going to happen.

So we'll get something. So what's the message for the disability community? The message for the disability community continues to be the same. We need to continue every call, every email matters to your members of Congress. Saying, here's how this is affecting me, here's how it is affecting my son or daughter or employee, or whomever it may be. We need additional dollars, we need additional home and community-based services dollars, we need additional education dollars. How has this changed your life? And they need to hear that. Because that's what's going to put pressure not just into the -- not just -- that's puts pressure on members of Congress. So keep it up, keep calling. Keep talking. The problem solvers caucus that I was talking about a minute ago has literally no funding for Medicaid. It has no funding for FMAP, it has no funding for dedicated home and community-based services, it has no nursing home funding, it has nothing that we've been asking for. So even if it moves, it doesn't have our stuff in it. So that's why you need to keep calling -- if I wasn't clear about it, let me be really clear -- that's why you need to keep calling. Keep calling and saying, we need these things in this bill. If this is the bill we're looking at now, or whatever bill we look at, we need home and community-based services dollars, targeted, dedicated home and community-based services dollars, we need dedicated Medicaid FMAP, which is the traditional Medicaid increase, we need nursing home funding as well, all of that needs to be in here, because that's what's affecting our lives.

So I yet again -- that and I can't leave this call ever without saying and for those of you who already can vote, vote. Whatever your choices are, vote. It's an incredibly important election to say this is what matters to me. So if you can already do early voting, I know Virginia is doing early voting already, Minnesota is, others are, vote. If you aren't doing early voting yet, when you can vote, vote. If you have absentee voting, vote. If you're going in person, make sure you vote. Whatever that is. This is an important election to let everyone know what you care about.

That was my plug for the day. Questions? And I'm going to toss it back to Andrew.

>> ANDREW: We have a question that came in through Facebook. It's regard to transportation options during COVID. I'm not sure whether this is from an individual or from a systems level. Are there any options available for transportation, with mass

transit many times it gets shut down or service is -- are interrupted, or shifted. Even not just local, but inner city travel, a lot of the commuter busing has changed or limited hours around here.

Any thoughts, John, or Denise, or anyone else on the call, if someone from the audience wants to provide an answer, that would be good.

I'm wondering if vocational rehabilitation or other agencies would support the use of Uber and how Uber has responded to COVID. I'm not -- I haven't kept up on Uber and whether they've solved some of the issues with regard to potential contagion between the driver and the passenger.

Any thoughts, Denise or John?

>> DENISE: Not specifically. The only thing I do know -- I certainly know there are folks who are beginning to use Uber. Again, I -- that's a tough one. Uber is telling -- is saying they're doing a lot more cleaning and requiring, but on that one I really don't know. I think it's like the rest of the country, it's an answer we don't have yet.

>> JOHN: I don't have an answer, but I do have an addition. In metropolitan New York, New York City, many individuals, as well as our -- are hesitant to travel on public transportation for long distances. Because of the exposure. And sometimes that's the individual's concerns, sometimes it's the family's concern. So that is one phenomenon that we're seeing in New York City, and many of those people that are not returning to work are not returning to work for that reason in particular. So people that can use public transportation, which is somewhat accessible in New York City, not the way it should be, but -- so they're opting to not work or return to their particular job if they had long commutes.

>> DENISE: And I will say that's some of what we're seeing in Washington, DC as well. Another city that depends on mass transit.

>> ANDREW: My experience has always been -- this is from Thompson County, Ithaca, New York, agencies were willing to foot the bill in Ithaca, New York, for taxis back in the day, but only for a limited period of time until they figured out their own social support system. We have one -- viewer, listener, participant, Barbara who mentioned Uber is advertising that everybody's wearing masks, asking both drivers and passengers to wear masks. If I was doing it I'd keep the window open, as long as it's

not too cold or hot outside.

We have another question that came in, and I may need a little bit of help. Do you have any data on the percentage of people with disabilities being included in D & I mix? Into -- into regards to where people with disabilities are showing in D & I corporate mix? Disability and inclusion? Is that -- it's not an acronym that I'm used to seeing.

>> DENISE: I think they're looking for disability and inclusion. Diversity and inclusion.

>> ANDREW: Diversity and inclusion. Are being included in -- so this is actually a good question. I wish I had all the things -- in terms of COVID, we don't have any data that I know of that's asking these kinds of questions during the pandemic. However, we have the 2017 Kessler Foundation National Employment -- the answer is to look at the survey that Kessler Foundation and UNH conducted on behalf of the Kessler Foundation, and look at that data. We asked supervisors where -- supervisors, is disability part of their diversity and inclusion mix. And if not, why. And so we have a lot of interesting data in the -- I think in the final report, if I'm not wrong, John, John, I'm going to turn it over to you in a minute to fill in the gap. If Kim was on she would know, and Elaine. And Elaine, if you're on, you can chime in too.

So it's that -- I would go to the Kessler Foundation's supervisors survey, if you Google it you could probably find it pretty quick. And if you have any further questions let us know. It's really a good question. I forget the percentage and I hope -- I'll look it up if I get a moment. A surprising -- a fairly large number of corporations are not including disability in their diversity mix.

>> JOHN: Andrew, that's what I remember too. I don't have the specifics statistics, but I do remember that most of the supervisors, or many of the supervisors reported that disability was not really a part of the overall diversity agenda within their organizations. I also remember, and I'd have to check this result to be accurate, but that -- for those that did include it in their diversity agenda, the -- one of the things that was predictive of that was the leadership within the organization being supportive of the integration of people with disabilities within the organization, and that was the perception of the supervisors. That's what I remember off the top of my head. But we

can get back to people on that if they would like to know more.

>> ANDREW: All right. Let's see. So Martha Jackson from the New York City mayor's office has information on transportation options. I'm trying to copy it and paste it for everyone else to see. But it's from the New York City mayor's office, and I'm sure the mayor's office in New York can provide you with some transportation information.

In major cities I've always found the mayor's office is -- on disability are typically the ones that are in the big cities are just fantastic. They're innovators. I've always had great interactions with folks at the mayors' offices.

From Patrick Holmes, do you have any data or -- on correlation between small business closures and unemployed for folks with disabilities, or breakdown of the number of folks with disabilities that work for small businesses?

Yes and no. I don't have any on my fingertips. Now I'm trying to figure out if it's possible to generate them. Certainly working for small business, I think I can get that out of -- on an annual basis. I'm not sure it's in the monthly statistics. I've never seen big versus small firm breakdowns of monthly statistics. In terms of the unemployed and small business closures, probably not. The data would be -- it would be many years behind, there's a survey that's a couple years -- takes a couple years for them to clean and finish that might be able to get that information. And so my answer is yes, we can get the percentage who are working for small business, on an annual basis. So we wouldn't really be able to look at the COVID numbers until, say, next year. Sorry about that.

So Terry, we'll send you -- Terrell Welsh, we'll send you some information. Karen, would you make a note of that to send Terrell information from the Kessler Foundation survey, the 2017 survey?

I think we got a new -- Patrick Holmes says thank you, Andrew. You're welcome.

So not seeing any new questions. Ferris, can I share my screen, please? Ferris, are you awake? Come on, Ferris. I want to share my screen.

In any event, we are looking -- let me talk about the things we're looking at in the future. One of the things -- actually, we had a question, John, we're going to be looking at the duration how long people are on unemployment over time, and see whether

people with disabilities are kind of longer in the unemployment status, how long they've been on either furlough or temporary layoff. A lesson from the great recession is that people with disabilities were slower as a population to recover, but also individuals were longer in the unemployed status. It looks like he's giving me the ability to share my screen. Now a question comes in. A couple people, a couple things are coming in.

Interesting. So a couple people have answered a bit about the diversity. Martha Jackson from New York again said the National Organization on Disability recently shared that only 13% of companies have reached the target of 7% required by the Department of Labor. And I think that may be referring to 508 -- I get my 50s wrong. Who are complaint, federal contractors, I think they contract the federal contractors.

>> JOHN: 503. I'm pretty sure.

>> ANDREW: 508 is accessibility, 504 is my son's plan. I can't keep track.

Also Terrell mentions that around -- companies claim to prioritize diversity, only 4% consider disability in those initiatives. Somebody should be able to share your screen now. In the initiatives, only 4% consider disability in those initiatives. We found I think a higher percentage.

The interesting thing is we interviewed supervisors, instead of trying to get into the companies, which is really hard, I know Dee's done a great job of accruing a certain portion of -- they have an accessibility-type indicator back when 405 -- 503 came out with federal contractors, there was a big scramble to get kind of certified and getting information on compliance, and NOD did a good job recruiting firms into that. That was a great effort.

The Kessler survey focuses on supervisors and what they're responding. But I think all results suggest that it's probably shouldn't be a surprise, I guess, that diversity is not necessarily including people with disabilities. Diversity efforts at the corporate levels.

I'm going to share my screen and just show you a little bit of the -- this is very exciting. I may be doing this a little bit more.

So this shows the early versus late. I took the top 10 early ones, meaning -- this based on deaths per capita. So I took deaths per capita, ranked all the states and

looked at the top 10 death per capita in May, and I looked at the top 10 per capita deaths in August. Because death lags new cases and the new cases, there's as whole thing of tests. All this stuff is subject to reporting issues with all the COVID stuff. However, we break it down between the early and the late states. 10 early states, 10 late states, actually Louisiana is in both early and late, I never really realized that they peaked and never really bent their curve. So they actually appear in both.

What we see is probably not surprising the late states had less of a jump in that proportion who are on furlough. On temporary layoff. Both in -- for people with disabilities and people without disabilities, there was a smaller decline in that percentage. Early states -- I have -- all other states, I just narrowed the view for you all.

But we see the decline in the proportion on furlough among the unemployed in all these -- in all these lines early versus late. We look at August, which is kind of our current month, pretty similar kind of proportions for people with disabilities. For people without disabilities, they're staying in -- the early states, they're staying in furlough longer, as a proportion, or there's a greater proportion still in furlough. That's a bit concerning. However, with the -- just looking at the 10 states sample variation can come in. I'm not sure what the air bars are yet around the statistics.

I'm going to stop sharing and go back and check out and see if there's any chat questions. Q and A, let's see. Chat, coming from Facebook. No. All right. So I'm going to throw it to you -- John and Denise. I think we're -- are there any questions? One question we have for the participants who are still on the call, what's your local experience been? John talked about his local experience where the folks in that program were reaching out to employers and keeping contact with furlough. Keeping contact with their prior employer to see how things would come back. And as John said, it's kind of unknown because they don't know what all the other responsibilities of their other employees are going to be. The job carving is kind of like somebody smashed the turkey and we don't know how to carve it up and kind of separate -- that's a weird analogy. We threw up the apples and we don't know how to divvy them up now? Smashing a turkey looks more fun.

If anybody in the Q and A out there, I'm not going to present any more statistics,

but if anybody has any personal experiences that they'd like to share either personally -- be careful with personal, if you have any experiences around maybe -- if you want to type them up. From a university, universities are kind of special, they're not real hi the real economy sometimes, I feel. The students coming back and actually eating, campus services, all the campus services are kind of back online, and when you're producing a big massive thing, especially in kind of the constraints -- I think almost all the employees that were kind of laid off in either -- they were probably on layoff back in March, April, and May, when the students were still around, I believe all those services are back online. Of course there's a big concern, and there's a lot of temporary jobs that are coming out just managing all of the portfolio of questions.

With that, I think we're going to close for the day. If you have any experiences that you'd like to share, either from a system or an individual perspective, feel free to reach out to us. Disability statistics -- disability.statistics@unh.edu, or Kessler Foundation, I will put the PowerPoint slide back up. This is the raw slide, not Ferris's slide, to give you all the information. If you want to reach back out to us, here's our contact information. And you can always tweet us, and I'll try to get the music on, but thank you all for -- thank you all for coming up, coming in today, and let's get that slide up. Bye bye, everybody.