
GISELLA GRUBER: Good morning, good afternoon, and good evening to everyone. Welcome to the APRALO Mentorship Program call on Monday the 26th of September at 8:00 UTC.

On today's call, as mentors, we have Maureen Hilyard, Ali AlMeshal, Holly Raiche, Satish Babu, Amir Quyyum, Pavan Budhrani. And mentees, we have Adeel Sadiq, Amal Al-saqqaf, Nadira AlAraj, Aris Ignacio, Anupam Agrawal, Narine Khachatryan, and Jahangir Hossain.

And we have Leanna [inaudible] who has just joined us as well. Very warm welcome, Leanna. If I could please remind everyone to state their names when speaking for transcript purposes. And also, if you are not speaking, if you could please mute your microphone to avoid any background noises and echoes.

Thank you very much, and either over to Satish or Ali.

UNKNOWN SPEAKER: Thank you very much Gisella. I'll just give a very short welcome note, and then I think we continue to the agenda as it has been published. And Satish would like to give [inaudible].

Basically, I would like to thank all mentees and mentors who have joined this. And I don't want to take that much of time, given that introduction. You know that we have started this program almost two months ago, and people who have volunteered to this, they're on 14, and then when we ask for more info and complete and sort of profiling them, we get around 11 responses.

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So that was great. We have a mixture from all over APRALO region. And just to give you a brief update, we have done several meetings, several calls, and mail exchanged, about program, [inaudible]... we have shared with you previously and we spoke about it, and it's all on the Wiki page as well.

So going forward, we have conducted our first mentors' meeting with Cheryl Langdon-Orr, about [inaudible], and we have put the framework. And Cheryl will be taking all of us through this, in this call today, explaining some [inaudible] and we will be looking for an interactive discussion in this, and getting your input and feedback as well.

Making it short, I think we can move to the next agenda item, unless somebody has any comments before we move to that.

Okay. I see no hands, no comments. So the next agenda item is to have a deep introduction about the [inaudible], very short, because I know most of you know each other, but not all of you know everybody. So it's a good introduction [inaudible] introduce ourselves, each other, then we hand over to Cheryl to [inaudible]...

If I may start [inaudible] we can go through that, okay. Great. We have the table on the screen here, so we'll start [inaudible]...

[NAVEED]: Hi can you hear me? This is [Naveed].

UNKNOWN SPEAKER: Yeah.

[NAVEED]: All right, my name is [Naveed] and [inaudible] basically known to academia, I'm working as [inaudible]. So with ICANN, I've been associated since ICANN 50, and have been to around six ICANN meetings so far. So worked as a Fellow and Fellow coach, and then I'm working with like the RSSAC, and somewhat working with NCUC as well.

So working with them to get new members onboard, and [inaudible] with that. So with the At-Large, I've been starting to get associated since last meeting, and I find this as an opportunity to contribute more here. Thanks.

UNKNOWN SPEAKER: Thanks [Naveed]. [Inaudible] is there?

ADEEL SADIQ: This is Adeel from Pakistan. Can you hear me?

VARIOUS PEOPLE: Yes.

ADEEL SADIQ: I am Adeel from Pakistan. [Inaudible] technical background, and [inaudible]... ...ICANN from this year, I was a Next Gen, and Next Gen [inaudible] in ICANN 55 [inaudible], and now I'm looking forward to this mentorship program. Thank you.

UNKNOWN SPEAKER: [Inaudible]

UNKNOWN SPEAKER: Next? Hello?

UNKNOWN SPEAKER: Hello? [Inaudible] Sounds that... [CROSSTALK]

CHERYL LANGDON-ORR: Cheryl. We're not hearing you. You might be muted. Are you muted?

UNKNOWN SPEAKER: Maybe we come back to him?

UNKNOWN SPEAKER: Yes, let's [inaudible]...

UNKNOWN SPEAKER: Hello? Can you hear me?

UNKNOWN SPEAKER: Yes, we can hear you.

No, this is [inaudible]. Go ahead please.

JAHANGIR HOSSAIN: I'm Jahangir Hossain from Bangladesh. I've been in internet organization in 2015. Right now, I'm [inaudible]... I'm basically a technical person. I also [inaudible] ICANN stakeholder [inaudible] especially from [inaudible] locally and [inaudible] of ICANN process. I have decided [inaudible] ICANN for At-Large stakeholder.

I also [inaudible] member of ICANN. Thank you.

UNKNOWN SPEAKER: Thank you Hossain. [Inaudible] on the call, so [inaudible]...

NADIRA ALARAJ: Hello, this is Nadira speaking. [Inaudible] also...

UNKNOWN SPEAKER: Yes please, Nadira, go ahead.

NADIRA ALARAJ: This is Nadira from the Internet Palestine chapter. I used to work 23 years in the academic arena, as a lecturer, particularly [inaudible] approach is all of the [EE?] businesses in, [society of?] business. So I come with some [inaudible] different discipline.

After leaving the university, I got involved into the Civil Society in the [inaudible] region, empowering them to get involved in internet governance. I'm still into this area. I'm also interested to be involved with AFRALO At-Large as well. Looking forward to this experience. The contribution of my [inaudible] time.

UNKNOWN SPEAKER: Thank you very much Nadira. I go to Amal please.

Amal Al-saqqaf?

Do you hear me?

UNKNOWN SPEAKER: Yes, we do now.

UNKNOWN SPEAKER: You hear me, but you don't hear Amal, yes? [CROSSTALK]

NADIRA ALARAJ: This is Nadira. No, this is Nadira. Again, [inaudible] IP from Jordan, it's not possible. That's why you can't speak with her. She can't speak, she can hear us, but she can't really talk. Thank you.

UNKNOWN SPEAKER: [Inaudible] phone, and mobile, and staff can dial them. [Inaudible] a lot on this agenda, I'm going to move ahead. So [inaudible], please.

UNKNOWN SPEAKER: Hello everyone. Can you hear me well? It's [inaudible].

UNKNOWN SPEAKER: Yes, we can hear you, please, [inaudible].

UNKNOWN SPEAKER: I've been working with [inaudible]... I'm co-founder of [inaudible] Armenia, which is raising [inaudible] privacy and security issues. So I have been engaged in internet governance for the last seven to eight years, [inaudible] and regional level. Participate projects, or [inaudible] internet society [inaudible] foundation.

At ICANN, I have participated in the work of At-Large since 2012, and mainly to [inaudible] of various webinars. I've also helped to build the capacity of those delegates [inaudible] in ICANN meetings. And I [inaudible] recently to the work [inaudible] working party on ICANN's corporate and social responsibility to respect human rights, and being an observer of the working groups, and on the whole, took part in three meetings. Thank you very much.

UNKNOWN SPEAKER: [Inaudible]?

UNKNOWN SPEAKER: Lianna, hello? Lianna.

UNKNOWN SPEAKER: Lianna.

UNKNOWN SPEAKER: Lianna.

UNKNOWN SPEAKER: [Inaudible] [Laughter]

UNKNOWN SPEAKER: No, Lianna, we can't hear you.

UNKNOWN SPEAKER: Yes, we can't hear you Lianna, definitely.

MAUREEN HILYARD: I think, from here on end, we better ask for dial out.

UNKNOWN SPEAKER: Lianna, last chance to go.

[LAUGHTER]

Going once, going twice...

CHERYL LANGDON-ORR: It's Cheryl here. We're going to go back to [inaudible] and see if we can get on to them?

UNKNOWN SPEAKER: Hello everyone. Am I audible now?

UNKNOWN SPEAKER: Yes, yes, we can hear you.

UNKNOWN SPEAKER: Hello everyone, this is [inaudible], I am the chair of [inaudible]... As part of the chapter [inaudible] of ICANN, which is already [inaudible]... A part from ICANN and ISOC, I am involved with [inaudible]... on standardization, and my role is there is to take the organizations from [inaudible]... Thank you.

ALI ALMESHAL: Thank you. So [inaudible] are you back? Can you speak now? No?
Staff, [inaudible]...

GISELLA GRUBER: Ali, Gisella here. We'll be dialing out to Lianna.

HOLLY RAICHE: Ah, thank you.
Ali, should we start introducing ourselves as well?
[CROSSTALK]

ALI ALMESHAL: [Inaudible]... My voice is not clear or disconnecting, I'm not so sure.

GISELLA GRUBER: Ali, Gisella here. If you have the same as me, it's very loud and a little bit static, so you may be speaking too close to the microphone.

ALI ALMESHAL: What about now? It's [inaudible]...

[CROSSTALK]

ALI ALMESHAL: Maybe now it's better. Okay. [CROSSTALK] Okay, thanks, thanks Holly. [Stanley is not on the call].

UNKNOWN SPEAKER: No, I don't think so.

GISELLA GRUBER: Correct, not on the call.

ALI ALMESHAL: So, let's see. Okay, let's start with the mentors until we get back on with Lianna or anyone on the [inaudible] who can reconnect again. Okay, Holly, please go ahead.

HOLLY RAICHE: Okay. I'm on the [inaudible] executive team from APRALO, obviously. My background, I actually teach communications, law. And I've done a number of other things as well, usually related to law, and before that, I

actually had a [inaudible] studies, so I'm also very interested in the Middle East, but that's really more of a hobby.

I have been involved with ICANN since 2009. So I have a lessons that I hope that I can impart. I'm certainly willing to try. And I have to say, I'm looking at all of those engineers, saying if I mentor you, I want technical information from you as well. Thank you.

ALI ALMESHAL: Thanks Holly. Maureen, your turn, please.

MAUREEN HILYARD: Thank you Ali. This is Maureen for the record. Okay, my background is mainly through the Pacific Islands chapter of the Internet Society, becoming engaged in internet governance, and then coming into ICANN, where I'm currently on the ALAC, and a liaison for the CCNSO, which puts me into the leadership, elect leadership team as well. And I'm really looking forward to this program, and working with a few of you during this term of this program. Thank you.

ALI ALMESHAL: Thank you Maureen. Satish, please go ahead.

SATISH BABU: Thank you Ali. I hope I'm audible. I'm Satish, from India, from the [south?] of India. I've been on the leadership team for about four years now, and on the NomCom [inaudible], and for them [inaudible], my

[inaudible] running a company [inaudible]. And [inaudible] Civil Society of India, and the ISOC India [inaudible]. Thank you.

ALI ALMESHAL: Thank you very much Satish. Amir, you can go ahead.

Amir?

AMIR QUYYUM: Hello, this is Amir. [Inaudible] related to networks for about...

ALI ALMESHAL: We can't hear you.

Okay, let's go to Pavan. Pavan, please.

Pavan.

[LAUGHTER]

Where are you Pavan? Okay. I'll talk that [inaudible], and introduce myself while we are trying to get Amir and Pavan. And I think we have been able to reach some of our mentees on the call. Okay.

My name is Ali. I'm the vice-chair of the APRALO for the second term now. I'm a Board member of [inaudible] Internet Society. I'm a Board member as well in the Arab IGF committee. I've been involved with ICANN since 2012. And I've been developing myself with the help of all of the leadership team and other staff from the ICANN team.

I'm very much involved with [inaudible] and security, and dealing with the security of the [inaudible]... Thank you very much.

[Inaudible] who we have right now? Do we have Lianna?

GISELLA GRUBER: Ali, Lianna we've tried on seven different networks, we're not getting through. So I'm wondering it's maybe an area issue. I'm just going to try and private chat her to see if there is another number we can contact her on. However, [inaudible], our 10th mentee, has joined us, so he may wish to give a brief introduction, if he's able to talk. Thank you.

ALI ALMESHAL: Yes please. [Inaudible], are you able to talk?

UNKNOWN SPEAKER: I can...

ALI ALMESHAL: It seems that we are taking time in this. What do you think Cheryl? Should we go ahead for the next agenda item, because we are almost consumed half of the time.

CHERYL LANGDON-ORR: That's all right, Ali. Cheryl for the record. I suggested about 20 minutes for it, so we're not tragically over, especially since we started four and a half minutes late anyway. So if anyone else is joining, then I would

suggest that we give them a couple of minutes intro. Gisella, have we got any fresh connections we need to listen to people?

GISELLA GRUBER: Cheryl, Gisella here. No fresh connections, and I'm just not sure if [inaudible] is able to speak at this moment.

CHERYL LANGDON-ORR: Okay [CROSSTALK] if you can speak.

[DOG BARKING] [LAUGHTER]

You can certainly hear one of my dogs, that's clear. Okay. Ali, if you don't mind, I think Maureen and...

GISELLA GRUBER: Cheryl, sorry to interrupt you. Lianna has just joined.

CHERYL LANGDON-ORR: Lianna, over to you.

LIANNA GALSTYAN: Thank you, and at last we have a connection. Do you hear me?

ALI ALMESHAL: Yes, we can hear you, go ahead.

LIANNA GALSTYAN: Excellent. So, I'm Lianna Galstyan from Armenia. And I represent Internet Society of Armenia as an ALS in ICANN. My background and work experience, was connected with domain registration, and I work for over 14 years for the registrar company.

So my interest was about the domain name system overall. And that interest grows to the application and initiation of IDN and ccTLDs, and ISOC Armenia is the ccTLD manager for dot AM and we simply re-delegated the IDN ccTLD, which is [inaudible], dot [inaudible]. And we are not promoting that process.

I have been a Fellow for several times for ICANN and also a mentor, a coach Fellow. And I've been a Fellow for the IGF, global IGF, ambassador program. I took part to different other platform for ITF, which is the EuroDIG, European IGF, and Southeast European IGF, CT, and the executive member for that [inaudible] and local Armenian IGF.

And taking the chance, I would like to inform you that on the 5th of October, we will have our second IGF. Now I'm coordinating that as well.

UNKNOWN SPEAKER: Can I come?

LIANNA GALSTYAN: Sure, you are welcome. I would like to extend the invitation to all of you, if you can do that, you are most welcomed. That's all about me. Thank you for your attention.

ALI ALMESHAL: Thank you Lianna. I think we have Amal as well on the line.

AMAL AL-SAQQAF: Hello everyone. [CROSSTALK] I'm Amal Al-saqqaf from Yemen. I'm a member in ISOC Yemen, and I work as a teaching assistant in the software engineering department in [inaudible] University. I've attended one ICANN meeting, and on the context point of [inaudible] in At-Large structure.

I also think the [inaudible] code of internet governance last month, and hopefully I will also be attending the Hyderabad ICANN meeting. I'm looking forward to meeting you all, and to make the best of this meeting. Thank you.

ALI ALMESHAL: Thank you very much Amal. That's great. We have [inaudible] as well.

UNKNOWN SPEAKER: Yes, Ali. Thank you very much. [Inaudible] I'm [inaudible] of Internet Society, Nepal Chapter. And presently, I'm working as the head [inaudible] and ISO, information security officer [inaudible]... and my [inaudible] including meeting the overall [inaudible], and heading the [inaudible]...

...and related issues. [Inaudible]... heading all activities that, administrative, operation, [inaudible] Visa and MasterCard, internet

banking, [inaudible] security related activities [inaudible]. So, I'm also involved in APRALO, NPOC, NCUC, and interesting area of secretary [inaudible] stability and valid committee. So I'm also actively participating in this security related activities in ICANN, remotely [inaudible] face to face meeting in different ICANN meetings.

I have already participated in six ICANN meeting, that is ICANN 45, ICANN 46, 48, 50, ICANN 54, and ICANN 56. And I have [inaudible]... I'm actively participating in organizing different activities in Nepal. And I'm also the [inaudible] APRALO [inaudible] from Nepal.

I am involved in different regional organizing like, AfriNIC, [inaudible], and [inaudible]. Now I am, I have been [inaudible] of initial ideas, and to form in Nepal. I think that, I intend to participate in Hyderabad, ICANN also. Thank you, thank you.

ALI ALMESHAL:

Thank you very much [inaudible]. Thanks for the [inaudible], she was not able to speak, but she had sent an introduction in the chat room. And I think with that, we continue, we finish the introduction by the mentees. And finally, we will give the floor to our [inaudible] take the floor for the next agenda item, Cheryl Langdon-Orr. The floor is all yours.

CHERYL LANGDON-ORR:

Thank you very much Ali. My name is Cheryl Langdon-Orr, and I have the dubious title in this program as Super Mentor. I'm not quite sure how I got the super title, but anyway. I'm mentoring your mentors, and

I am also here at your beck and call, and I am able to fill-in wherever and whenever your mentors feels that they need a little support, or a little extra assistance, because not all of your mentors have mentored before.

And some of you, of course, have, and that might be scary for your mentors. We've got to be gentle with them people, let's be kind. Some of you will have crossed paths with me before. Many of you, I think probably have had something to do with me in the past, oh dear, let me see, 15 plus years for some of you.

But I tend to do things like say, if you want to know more about me, Google me. It's pretty simple, you can look me up, and most of what I'm publicly available to say is there. What I have got, however, is a deep and very passionate focus on mentoring and enabling others.

I have spent most of my volunteer career life, and my volunteer career started when I was in my impact sub-team, but certainly effectively in my early teens, and it's continued into my 60s. So I know a little bit about making sure that other people can step up to leadership, and can, in most cases, because that's really my motivation, replace me, preferably within three years, and if I'm really pushed, within six.

So that's the kind of skill sets and experience I'm going to bring. I've mentored in a lot of different types of environments, ranging from the academic to the paramedical, and therefore paramilitary, and ICANN is certainly different beast, but one I am delighted to see with the... In fact, not as diverse a group as I thought we would get, but a very high level, and I trust, high achieving group of mentees here.

I'm looking forward to seeing all of you stepping up to meet all of your achievements and goals. And to that end, I want to kick this over now as I've stopped introducing myself, and hopefully you all will be Googling me, and ask Maureen whether we would like to shift now into our next agenda item, which is about the mentee matching.

Some of the expectations and the program working methods, and of course, I'll kick in with some of the expectations and program working methods, if you want to start with mentee matching, my dear. Maureen, over to you.

MAUREEN HILYARD:

Thank you Cheryl. It's Maureen for the record. This is the time. I mean, we have actually been looking at the matching list that we've compiled so far. And I think that, as Cheryl will explain to you, that this is an initial matching. We planned to organize people, you know, offer people an opportunity to select to change their, just listening to the wonderful experiences that a lot of you have had.

And also, sort of like matching up with some of the very experienced people that you're going to be working with us mentors. I think one of the things that's going to be very important is that you, you know, we want everyone to sort of like experience different styles, and different ways of working within ICANN. So we, what we've done at the moment is match people up...

Well, if you've been onto the work team, you'll probably find not my mentor team, this is my team, I've been very slow in putting up your information about themselves. So I actually had to sort of like match

according to what I knew about them, and what you told us about yourself. Just to start off with, the two people that I have been able to assign myself, Nadira and Narine, and these two people are very much involved in the Fellowship Program for Hyderabad.

And they're going to be very helpful to me as we look forward to hosting two tribal ambassadors from NARALO. And so I'm really looking forward to, I mean, I'm very fortunate in that I've met a lot of you myself, so it's very [inaudible] had that knowledge already.

As you can see, I try to match up people who are in academia with people who are also there, some technical people with technical people. But it doesn't matter of who you are with at the moment. We will offer you an opportunity to switch people around.

One match that I thought was really helpful was Lianna and Pavan, both working in the area of registries and registrars IDNs, domain names, with Pavan working for dot Asia. So that was a fortunate matching. Lianna is very experienced and has other interests within ICANN, I know. So there are things that we can actually offer within this program.

I'll give you an opportunity to ask questions. I'll leave it to Cheryl, she has a lot to say. Thank you.

CHERYL LANGDON-ORR:

Thank you Maureen. I'm not sure why Holly is finding that mirthful, but anyway. She started laughing [CROSSTALK]... Okay. [LAUGHTER] One of the things that Maureen mentioned, that's all right, my dear. One of the things that Maureen mentioned is the fact that we are just making

initial pairings at the moment, and that's important because you need to find whatever it is from whomever you can, to take your journey towards success as you have identified it for us.

And that means sometimes spending a little time with the skill sets each has, will benefit some of you or all of you, and sometimes spending time discussing something with Holly, will benefit some of you or all of you. And so we're not going to be hard and fast. These are not strict pairings. We would like you to assume that who you've been assigned to now is a starting point, and is an initial relationship.

And mentoring is relationship. It's about trust. It's about sharing knowledge and experience. It's about minor course adjustments in directions you will be taking. It's not about teaching. It is about learning. And that's a very important thing.

If you're here for capacity building, or onboarding, or basic information, you're in the wrong place, move on. All right? This is about self-driven, self-determination, finding a pathway to meet goals and success markers that you have identified. Some of them have already been identified in your expressions of interest. We will work with you to extract more goals and points of criteria and expectation that you would like to meet, as you work with us.

But this is all about you, taking from us, what is useful to you. It is not about us forcing you into a particular mold, or to follow a particular design or pathway. For that, you do course work. That's not what we're offering. This is polishing. This is insuring that you have the confidence and the abilities that you need to call on when you need to

call on them, as you take your pathway through what we hope will be leadership roles, either locally, regionally, or, of course, even globally with ICANN and indeed beyond, because we've had some people, who some of us have mentored, who have gone on to truly great and wonderful thing.

So, that's all right. Our working methods are going to be as group occasional touchpoints with the odd and all be it, regular meeting, and particularly if we can gather face to face from time to time, we will do so. But, you'll have the ability to work with each other, which is why we went through all of the introductions, so you may be [inaudible], oh, that sounds interesting, or I would like to know more about what that person does.

And you also have the one to one relationship, or the one to several relationship, with your mentors. We want you to use the mailing list. We want you to use what will be the personal connection, Skype addresses, phone numbers, emails that you'll be provided with from your mentors.

We would like to setup a group Skype, or What's That, or whatever you choose, or both. So that you can put out a, I'm interested in this, could someone fill in, or can someone give me an idea on? As well as, take from your mentors specifically. We'd encourage you to take from each other, because that's actually what the best model of leadership is, certainly from an APRALO perspective.

And that's a team approach. So whilst we, the mentors, and me, mentoring them and helping them mentor you, we'll do our very best to

make you the best you can be in your journey through your current ICANN space with APRALO's mentoring program. It's also going to be useful, because you're going to help each other.

And in the future, when you all are leaders, at whatever level you're comfortable in, that is going to make your life a lot easier. That's my from the pulpit, chapter and verse today. I'd like to now move on, and I think basically, we've to some extent, outlined a little bit about [inaudible] super mentor.

Any one of you at any time, should be able to get in contact with any one of us in addition to your own mentor. Certainly, you'll be able to get in contact with me 24 by 7 as well. And that's important, because it may be that your mentor is on a plane, and you need to just feel a little bit more confident about an agenda you're putting together for a meeting that you are starting to lead, perhaps in the policy development space within ICANN.

And it's a very reassuring thing to have someone who has done that so many times before, look over your agenda, look through it and say, maybe you're spending too much time on something. That's the sort of services we'll be offering, that's what I like you to take advantage of. Maureen, have I missed anything knowing you've suffered as my mentee in the past?

MAUREEN HILYARD:

No Cheryl. I think you've covered everything and more. But I think it's really important that, yeah, as Cheryl says, you know, we're all available to you. But you've just got someone who is just a little bit more focused

on what, you know, on you and what they might be able to help you.
Thank you.

CHERYL LANGDON-ORR:

So, as Maureen said, it's all about you and your path. Our job is to help you be the best you can be, within the context of ICANN and APRALO, and of course, your local ALSs. We're going to take that job seriously, we're going to enjoy what we do, however. So, for heavens' sake, have fun. It's okay to laugh. It's okay to have a joke.

We're going to send you out a link to a Google form. If you have difficulty accessing Google forms, please let us know, and we will find an alternate way for you to access a very short survey that we would like you to do. It is getting a little bit deeper, and a little bit more information about the expectations you have, because when we have that information, then our job will be to look at how we can help make that happen.

Be honest, there is no right or wrong in any of the answers. And in fact, some of your answers may change as we go through the next few months together. Some of you right now might think all you want to do is be an At-Large structure representative in your country, and do the very best with your local IGF initiative. And we will do our best to help you do that.

But by the end of the process, your views may be, I want to be the chair of APRALO. And so, [inaudible] to help that happen. So it's not stuck in stone what you say now, is not going to be taken down and held against you. But what you say now is going to help us work out where we can

start with you as you step up to leadership, and become the most rewarding, and most productive volunteer you want to be. It's all about what you want, not what we want.

Ali, I think we're over to you for next step now.

ALI ALMESHAL:

Thanks Cheryl. Thanks. [Inaudible] or questions. Cheryl.

I see no hands, and nothing is written on the chat. Our next schedule is going to be, first of all, as you mentioned basically that I want us to [inaudible] this, it's all mentees want and how they want to achieve what they want, and they are here to help them and to support them to achieve.

So next step please. Once we circulate and give you access to the survey, please fill in that, and we'll keep monitoring, as Cheryl said, your answers might change later on. And we will be sending the final list of the matching mentees and mentors. And we start immediately after that together, and going through the mentorship itself.

I have nothing to add as of now, unless somebody wants to add any more to this. Any feedback to any of the attendees.

UNKNOWN SPEAKER:

[Inaudible] typing.

ALI ALMESHAL: No, I don't see anything. So I think, if nothing from anyone, I think we are done with that. Is there anything Holly?

HOLLY RAICHE: Yeah. [Inaudible] asked a really good question. Is this group meeting in Hyderabad? And I'm assuming we are, maybe even casually. Gisella, I know that you're really, really, really [inaudible] on scheduling, but maybe we can find, I don't know, some time for just a quick face to face meeting in Hyderabad?

GISELLA GRUBER: Holly, Gisella here. The schedule is actually closed, but what I can do is find a pop-up room for you. And we'll just offline, try and find a suitable time.

HOLLY RAICHE: Okay. That would be really great.

GISELLA GRUBER: And ASAP, so if we can send it to everyone, and everyone in Hyderabad can then just set that time aside on their agendas. Thank you.

HOLLY RAICHE: Thank you Gisella.

ALI ALMESHAL: Thank you Gisella. Great. So, any more comments, update?

CHERYL LANGDON-ORR: Just Cheryl here. Yeah, I just wanted to respond to [inaudible]. The question was, we as mentees need [inaudible] mentors expectations and the whole mentorship expectation view of the final target. I mean, the tendency of it. The tendency of it is, [inaudible] to help you succeed and to assure that we have the next generation of leaders for APRALO.

Now if some of you end up being the next generation of leaders other than APRALO, that's okay too. But the mentors are not coming in with other than that as their desires. The rest of the expectations are up to you, and then their job is to help you reach them. Okay?

ALI ALMESHAL: Okay. Thank you Cheryl.

Great. So, with this, I think we can finish the call, because I see no more comments or inquiries. And as we said, you'll be getting an access to the survey, plus you'll be receiving an email with the final list of mentors and mentee matching.

Thank you very much for all. And with this, I end this call. Thanks a lot.

[END OF TRANSCRIPTION]