
SÉBASTIEN BACHOLLET:

Okay. Thank you very much and I hope that, I hope [Will] join us again because I guess he's getting some trouble. Yeah. I hope he's back, good. And I see that Asha just joined also. Then welcome, everybody.

I wanted to start with first to apologize for last week, late information about the cancelling of the meeting, but I didn't think that there were much to discuss and we'll come back on that.

First I want to answer the question of [inaudible] Spanish translation. In those working groups, as it's not At-Large meeting or there is no interpretation in any language – we're just transmitting in English – but feel free if you have a specific question or help needed, we can manage that, either myself or maybe somebody else. But I hope that English will not stop you to intervene and to participate. Thank you.

Then it's our tenth meeting and I suggest that we go to the agenda. Now, first on the agenda is the roll call, discussion of the question and we will come back on those questions. The profession of the next Work Stream 2 plenary is after tomorrow. I would like to review with you the plans of the document and discuss coordination with other Drafting Team or Design Team, whatever you want to call them, at the next meeting.

First of all, we take the roll call out of the participants. Do we have anyone just on the phone and not on Adobe? Now it will be added to the roll call.

Note: The following is the output resulting from transcribing an audio file into a word/text document. Although the transcription is largely accurate, in some cases may be incomplete or inaccurate due to inaudible passages and grammatical corrections. It is posted as an aid to the original audio file, but should not be treated as an authoritative record.

ASHA HEMRAJANI: Sébastien, I'm not sure if I'm on Adobe because my screen just went black, but I'm here.

SÉBASTIEN BACHOLLET: Okay. We see you on Adobe and it's okay. But thank you for letting us know. And I saw that there is, I guess, one At-Large. I saw that in the website, I think, that Cheryl Landon-Orr sent apologies and that's where we are.

And then, once again, sorry for last week's meeting and let's go to the question we have. Now first I would like to, there is one new observer at the list of participants, just to keep track and to be sure that you see at least once a week, the list of participants and observers. And then this meeting and the next week meeting will be the last ones prior to Hyderabad.

I was dreaming to have a more enhanced document this week, but I don't think we will be able and I will be able to enhance [inaudible] the document in the next few days. We have to see what we can produce prior to Hyderabad because next week will be the last chance to do anything on the document.

It's why I suggest to concentrate on some of the questions and the number you see refers to the part of the document where it was taken from and when you have a question three, part of three, it's about the relationship between [A32] and our work. And there are A, B, C, D sub-parts and the question one I left out for the moment in A and it's why we are starting with this number two.

As I didn't have any input since we are talking about that, I wanted to take some time with the role of the ICANN Ombudsman office regarding ICANN employees. There are two questions about public policy and about the ICANN anonymous offline user and other whistleblowers.

And one of the reasons I think it's also important to have this discussion, again, now it's with the blog published by the CEO and President of ICANN about a new role he will [inaudible] someone for and connected to the Legal Team. And I guess we changed some [inaudible] in this discussion list and there were some answers from Hyderabad about that because he got the opportunity to discuss this issue with the [CEO] itself.

And maybe can I ask either, I would say, Asha because they are from the Board and she maybe has some input for us on what was discussed and from her because they discussed directly the issue with the CEO. And I see that Asha raised her hand. Please, Asha, take the floor. Thank you.

ASHA HEMRAJANI:

Thank you. Thank you, Sébastien. So on this point about the hiring of a complaints officer to be reporting into the ICANN Legal Team, we have discussed this briefly with Göran, our CEO, and I also note that Herb has had some dialogue, further dialogue with Göran on this topic.

As Herb has pointed out, the idea is for somebody, for the Ombudsman office to have a point of contact within the staff to help with follow-up issues. However, I understand your concern and I have asked Göran to see whether he can provide even more clarity. I'm not sure how much clarity can be provided at this stage when the person hasn't been hired

yet. And I think they're still working out the details. But I have asked to see whether we can get more details on how the Ombudsman office will interact with the complaints officer specifically and what is the timeframe for hiring this person and so forth.

So as I get more details or as Herb gets more details, I think we will be sharing them with you.

HERB WAYE: Hello, Sébastien.

SÉBASTIEN BACHOLLET: Thank you, Asha. Herb, can you? Yes, great. Please, go ahead, Herb.

HERB WAYE: Yes, thank you. The technicians are taking over my computer as we speak trying to figure out why my connectivity is so poor. So I'm sitting here and watching them play with my screen as we move forward.

Yes, I spoke with Göran twice about the development of this initiative within the ICANN organization and I believe it's going to be quite an efficient partnership. One of his main concerns was that any complaints regarding the performance of staff internal to ICANN or the organization were not being properly documented and properly transparently being communicated back out to the community. So I think that was one of the major factors was that he wants to hold his staff accountable for their performance, for their interactions with the community and so on.

So there is definitely an overlap with the role of the Ombudsman. But that is not something that is going to, I believe, negatively affect either role. I see it, and I hope it develops into much more of a partnership similar to the relationships I have with, for instance, Contractual Compliance where I get complaints that come in, in this case, regarding staff as opposed to regarding an issue with the registrar or registry and where I consider it not something that I could neither officially address as an Ombudsman due to my independent and arm's length role with the organization. But more of an issue that involves performance or performance management or something along that line, or even something that could potentially be involved as far as discipline or behavioral issues.

So I'm hoping it will develop into a really functional partnership and we can work together, him or her as my internal point of reference for staff, and conversely, when issues come across the Ombudsman's desk regarding staff, that we would be able to work closely together to resolve them. So, I didn't get a proper instruction of the functions of this Complaints Officer but I think it's not going to be something that's going to make the office of the Ombudsman lower or less functional.

ASHA HEMRAJANI:

Sébastien, could I have a follow-up on that, please?

SÉBASTIEN BACHOLLET:

Thank you, Herb. Yes, and then close, you will be able to take the floor.
Okay, Asha?

ASHA HEMRAJANI: Okay. Merci, Sébastien.

So, thanks for that, Herb. I think I would agree with you definitely in that I view this as a positive development and I think the logic behind setting up this function is very reasonable and very sound. However, I think, as you mentioned, there could be some overlap with the function of the Ombudsman's Office.

So I think since we, the subgroup, are tasked to refine or to improve or to see how the function of the Ombudsman Office should evolve going forward, it would be helpful to get more information about how these two positions are meant to interface formally and it would help this group, I think, to get more input. So while I welcome this, I think it would behoove us to get more information and it would help. Thanks.

SÉBASTIEN BACHOLLET: Thank you, Asha. Klaus, please go ahead.

KLAUS STOLL: Hello. Thank you. Greetings to all. First of all, thank you, Asha and Herb, for making these comments and especially Herb for quickly clarifying my question. I still want to come back and go a little bit further with Asha just said.

I think it's unfortunately, it is well intentioned, but unfortunate that the announcement came at the time A) where the Ombudsman group is actually working on this topic, B) that nobody basically has a dialogue

with the community on that new function, and I think that there are, for me now, real questions still open. So for example, with regard to the staff legal [inaudible] policy and a lot of other things.

So wouldn't it be better to wait up to or to at least indicate to Göran that it would be a good idea to first discuss it with the community, especially with this working group, and ideal situation would be to write up what our recommendations are and then go forward with that [decision].

And I also mark that from a lot of comments I received is that people are really, really worried that this position will strengthen the ICANN Legal Team again and that this is seen as something which is not very desirable. So these are just my comments.

I just find it unfortunately how the whole issue is handled. Also, the idea itself is sound, but how it's, as I said, [inaudible].

SÉBASTIEN BACHOLLET:

Thank you very much, Klaus. And if I may, I like your comments.

I would like us to go a little bit deeper. We know that now there will be this new function about the Complaints Officer within the Legal Team within ICANN who will be used for staff purposes mainly.

But still the question, from my point of view, remains. Is the Ombudsman any roles because of its independency regarding staff and leader of the staff regarding any misbehavior concerning public policy and the question of anonymous outlying users and other whistleblowers. I think it's important to be clear of what we can do.

The other point is that I think this question about the Complaints Officer could have been discussed with our group, but also with the staff group because I think it's one place where this could have been useful to discuss also prior to any announcement. But now it's done. Let's see if it changed something for our wish for the future ICANN Ombudsman Office. And specifically now, regarding the role regarding the employees, we think it will be under [advise] the new Complaints Officer or it still needs to be discussed and may be underneath the Ombudsman.

Yes, the chat is working very well. You can use it and we will be happy to have any conversation or answer by mail or even if he wants to be, he can be available and wants to talk with us and maybe with other subgroups of the Work Stream 2, it will be great.

Any comments specifically on this question of whistleblowers? If not, I will just give you my own and personal point of view. I think this type of possibility for staff must be interaction of somebody completely independent from the staff, from both Human Resources and Legal within the organization. And I really think that it will be useful to have that under advised the ICANN Ombudsman Office. Maybe we need to have a discussion on that with the other group on Staff Accountability.

Okay, there is no other comments on this question. I suggest that we go to the next question. Okay, Klaus. Sorry. Go ahead, please.

KLAUS STOLL:

Yeah, I'm sorry but I thought strong on that point. But I find it extremely important. As you just expressed, this is [inaudible] business now going

into a position of complaints, and therefore, with the Legal Team. Basically, the whole ballgame changes. I appreciate that what Asha said, it will be for the clarifications but I feel clarifications doesn't help us in these situations we are here at the moment.

Instead of just receiving clarifications, we should open the dialogue or at least, send a message to Göran, saying, "Look, we're a little bit concerned about this. How about before we move forward, let's talk about it?" And I think that would be a very important role of this group to go further because, otherwise, I feel a little bit, to be absolutely honest and I know I'm going to pass [inaudible]. Thank you.

SÉBASTIEN BACHOLLET:

Okay. Thank you, Klaus. What I suggest, specifically on this issue as we have a plenary session of the Work Stream 2, is to bring that to the attention of the full group and to see how we can either within our group, maybe with the full Work Stream 2, to have an exchange with Göran on that specific issue prior or during Hyderabad. I would prefer to have this prior, but if it's not possible.

And maybe, the other things I can do is to ask staff to provide an invitation to Göran to our next week meeting and see if he's able to participate and willing to exchange with us at that time.

I see that Herb and Asha raised their hands. Go ahead, Herb, and then Asha. And I would like to suggest that we close, at the latest, in six minutes this discussion as I would like us to go to the others. We will have less time, but it will be hopefully okay. Herb, please go ahead.

We can't hear you for the moment, Herb.

HERB WAYE: Can you hear me now?

SÉBASTIEN BACHOLLET: Now it's okay. Go ahead, please.

HERB WAYE: Okay, I'm sorry. My Adobe connection is very, very slow. There is, as I'm looking at the role of the Complaints Officer, I think very likely as it develops and the person is hired and it moves forward, I probably see it developing into something along the lines of the Ombudsman would deal with the complaints regarding, for instance, Contractual Compliance or the New gTLD Program in a systemic manner. And when there is a specific complaint about a specific individual, then the complainant would have the option of either coming to me or going to the Complaints Officer.

So if it was an issue that, for instance, involving an expense claim or inappropriate behavior or something along that line, that requires attention from the HR side of the shop or from a disciplinary or performance manner, then the Complaints Officer would be a much more appropriate person to deal with that whereas if it was an issue, for instance, in a policy application from one of the departments, it would be much more appropriate to go to the Ombudsman than go to a Complaints Officer for staff. So I just wanted to add that briefly before concluding. Thank you.

SÉBASTIEN BACHOLLET: Okay, thank you. Asha, please.

ASHA HEMRAJANI: Thank you, Sébastien. And thanks, Herb, for that, for the clarification. I think, though, that your explanation earlier is case in point in that we do need further examples of how these two roles will differ and where they overlap, where they will be very different.

So I hear what Klaus is saying and I understand you, also, Sébastien, support that view. And I think it would be totally possible for myself, and I think, Herb, correct me if I'm wrong, but I think we can bring these concerns back to staff and the Board. As I mentioned in the chat to Klaus, I think the first step is to get clarification and get a better understanding as to the logic behind and what is the thinking behind the creation of this new role and what is the vision for under which circumstances people would go to Ombudsman versus the Complaints Officer. Herb just mentioned one example before my intervention.

So let me see what I can find out, and if not, the other option is, as you mentioned, to have Göran come to join the call. But I think, let me have a first stab at it to see what we can find out.

SÉBASTIEN BACHOLLET: Okay, thank you very much, Asha. Okay, thank you. Any last comments on this issue? Just to wrap up, we would like, as a group, to have a change preferably directly with Göran, but if not, indirectly. We would like to have, I would add one. We have three parts here. We would like

staff to get that back to Göran, the Ombudsman, with independent from staff. We can also get back to him. And Asha, as Board member, we can get back to him through whatever channel you want with you three, but I would like to have the three channel [for you] to see if he can join us, for example, during our call next week or if we can have a specific way to have a chance with him and that will be great. If not, at the latest, during Hyderabad will be also interesting and useful. Thank you all for your intervention.

Let's go to the next item. In fact, we also cover the following question, what is the role of the ICANN Ombudsman Office regarding the ICANN Complaints Officer. I guess those two questions are now addressed and two points, what is the role regarding the ICANN Ombudsman Office regarding the Board, and specifically, the Board Governance Committee, eventually, other Board committees? And what is the role regarding the Empowered Community specifically?

If I am not mistaken, the Board Governance Committee is the committee of the Board who have a change periodically with the Ombuds and if it's something we need to still go on, do as the Empowered Community, need to have some specific exchange with the Ombudsman also.

Now for our community, to try to answer Herb's question, is that what was set up to [inaudible] the community? It's five ACNSO who are joined to make some decisions like disagree with budget, be part of the decision about new Bylaws and change of Board members and so on and so forth. And that the Empowered Community, in fact, is the common voice of the five ACNSO who join together. There are two ACs

who decided not join the SSAC and the [RSSAC]. And it's why I would like to have the discussion with you – what is the role of the Board; what is the role of the community – in that discussion.

Asha, please go ahead. Thank you for jumping on that discussion.

ASHA HEMRAJANI:

Yes. Thank you, Seb. I wanted to say because I can't see the notes on what your comments were and I missed the first part of what you said, so can you summarize what you said about the Board Governance Committee because the notes were not typed and I couldn't hear?

SÉBASTIEN BACHOLLET:

Okay, sorry, Asha. I guess from my understanding, the Board Governance Committee is the committee of the Board within discussion [basically] each six months or years – they know better than me – in discussion with the Ombudsman as they interface to decide, to discuss the work done by the Ombudsman. And the other Board, I think, at least it was the case when the previous Ombudsman was hired, discussion went on the BGC, Board Governance Committee, about who will be hired as the new Ombudsman.

Herb, if I am saying wrong things, please correct me. But go ahead, Asha, please.

ASHA HEMRAJANI:

Yes. So what is your question in terms of the BGC, the Board Governance Committee?

SÉBASTIEN BACHOLLET: My question is what will be the role in the future? Do we still want the Board Governance Committee to be involved like that? It could be only the decision of the Board, but it could also what we would like. And I would like to link this question about how we [inaudible] of the Ombudsman Office. While it may be that we want something. It's why the question of the relationship with the Board is one of the questions. But the other is the relationship with the Empowered Community because at least somebody, they need to have some discussion as the groups in both case, I think. But it's better to clarify.

Klaus, you raised your hand. Please go ahead. Thank you.

KLAUS STOLL: Yeah. Let me try to answer your question [inaudible] going too much further [inaudible].

I think the point is we have to go from [inaudible] situation with the Empowered Community. I think this indicates two things: that the stakeholders and the players which are now on the table basically have a slightly different relationship and we need to have a very clear attitude [towards] each other and the roles to each other needs to be very clear. And that reflects the role of the Ombudsman.

The Ombudsman needs to be in a position to be completely aware of the roles and the powers of each of the players and be independent enough, really, to exercise the Ombudsman role within this. So that's what I meant at the beginning, [inaudible].

There needs to be, on the one side, a very clear and [inaudible] definition on [inaudible] way on how one leads to the other. On the other hand, it needs to be something like attitude, respect and things like that needs to be implemented now and right from the start. This is the same with the Board Committee and the [inaudible]. They all still have their roles, but they all need to be much more clarified and defined, especially their powers and the independence of the powers of the Ombudsman also with that regard need to be much, much clearer. No, need to be absolutely clear. Thank you.

SÉBASTIEN BACHOLLET: Thank you, Klaus. Herb, please, go ahead.

HERB WAYE: Thank you. As far as the relationship with the Board or any of the subcommittees of the Board, BCG, Compensation, whoever, independence has never been an issue. So there has never been any type of interference, in my experience in the past ten years, of independence being an issue. It's a philosophical relationship more than an actual rules and regulations type of relationship. So we can clearly make it, write it down maybe a little bit better than it's written down now. But that won't change the actual relationship.

The relationship has been and probably will remain very, very functional and very, very respectful of the office. So I don't see this as being a huge issue.

There are areas of concern, such as the term of office, the Compensation Committee having a bit of input on performance and so on, that I think need to be addressed. But as far as an independence, it can be discussed. But I wouldn't put too much focus on it because it's something that's very efficient and functional as it is now. So it's not a concern for me at the present time.

SÉBASTIEN BACHOLLET: Thank you, Herb. Klaus, please, go ahead.

KLAUS STOLL: I just have a very quick reply. I completely agree with you. I just find it useful if we really make sure that it's staying with [inaudible] especially [inaudible]. I really would prefer, even if it sounds very urgent or it's not absolutely needed now, I think the clearer it is and the better it's written down, the more it will serve us in the future. Who knows what's coming in the future? But otherwise, I completely agree.

SÉBASTIEN BACHOLLET: Thank you, Herb. Thank you, Klaus. Sorry. Please, Asha. Go ahead.

ASHA HEMRAJANI: So I wanted to just agree with what Klaus has said and in reference to what Herb had described, this is all a matter of documentation, that if we can document and write down this is how we wish to retain, then that is really part of our role as a working group, as a subgroup on

looking at how we want the role of the Ombudsman to pan out or to evolve. I'll end here. Thanks.

SÉBASTIEN BACHOLLET:

Okay, thank you, Asha. I understand, if you will allow me to take off my hat of the Chair of this meeting to just give you my point of view, it's really sometimes when the one who [hire] has some power even if it's to hire somebody who will be independent, the choice of the person, the choice of the office is part and I think we need at least to be clear of what is done, why it's done like that and if we can't enhance this independence. I don't know how it was not or how it was when Herb took up the role, but I know how it was done when the previous Ombuds were hired.

And the second is the role of the Composition Committee because if it's to discuss the – I don't know exactly what they are discussing, but I never went to the Composition Committee – but if it's just to be sure what is done, how it's done, it's also in one way, to look at the... It may have some influence on the independence of the Ombudsman. It's great that the current Ombudsman don't consider to have any trouble with the independence. That's great. But as Klaus said, I would like to be sure that it will be kept and it's why we have this discussion and it's important to hear, I will say, both sides why is the constitution great and what are the potential risks. It's why the title was a role and we can add the relationship. But that's two different aspects of the question of what is done by BGC, for example, in the Empowered Community regarding the ICANN Ombudsman office in the future.

The Composition Committee, when they looked at what is done by the office, I don't know if they are taking... Normally the Ombuds has his own budget and they don't have any discussion of the level of composition. But I am not sure about that. But if it's not, there is no money involved in that discussion. But at least what is the efficiency of the Ombudsman office if, in fact, it's done by the Composition Committee? Maybe that's something we need to discuss to be done outside of the Board by another committee from the community.

It's those points I would like to have be discussed, not to say that I want it going in this direction or this direction, but to be sure we handle all of the issues. Thank you.

Now I take back my hat as the Chair of this meeting and thank you. Asha, is it a new hand? And if it's a new hand, go ahead please.

ASHA HEMRAJANI: Sorry, it's an old hand.

SÉBASTIEN BACHOLLET: Okay. Thank you. Okay, then I think we can stop here, this discussion. Thank you for your input. I don't think we can close any discussion on that issue yet, but it's a good improvement, I think, and thank you for your input both on the chat and in speaking.

If you agree, we will go to the next. We have 15 minutes left. I would like to go to the next slide. And I would like to aim from you, I guess you have read the mail, then you know I want to be sure that we know where we are regarding the reviews.

I sent to the co-Chair and then to the full CCWG Accountability Work Stream 2, the question about how we will handle the review and where the budget will be coming from. I don't know. I didn't have any feedback. Maybe we will get them in two days. I don't know if somebody contacted the Chief Financial Officer. I didn't contact him. But it's where we are on that issue. And yeah, once again, I didn't have any feedback since, I guess, maybe two weeks or a little bit less, maybe 12 days I sent this.

First, I will read what Bernie just wrote in the chat. Karen is working on this. Great. Thank you very much. Thank you for the feedback. It's very useful.

And then, the second point is that the co-Chair asked us if we need some help from staff. We need to have help. It's not linked with the review. I'm sorry if it's misleading you. My request was to ask for the current report. I am supposed to deliver as rapporteur. I would like to have staff help as soon as possible to review the document currently and the discussion to add the points to help you reason it quicker and better, this report.

And that's two different points. Of course, if a review is done by an expert, he will write a report and he will need to rewrite it hopefully. But it was two different points.

Yes. Bernie asked me if we can chat on that issue offline. Yes, of course, with pleasure. We will do it, but I wanted to give you where we are and where I am on that issue.

If no other comments, I would like to go to the... Just to remind you where we are with the document, I didn't change both of the titles. I just add executive summary at the beginning. The request from the CCWG is to write a report with an executive summary description of the issue and recommendations. That means that maybe some of the staff – for example, Chapter 9 or the conclusion – maybe go to the recommendation and it's something we need to work on. That's the current version of the document titles and I will try to work on the [inaudible] document to send you, hopefully prior to tomorrow evening from my time and to allow you to get some input before next week.

Okay. If you have any questions or if not, let's go to the next. I came back to this slide about different Drafting Teams and one of my questions to you is that we have had some exchange with Michael, [Karen and Nicola] about the Transparency.

Do you want that we try to have one meeting with both groups? Another point is about Diversity. Do we want to have a common session with the other subgroup? And I don't see, really, for the moment with the others, but if it happens to be, maybe Staff Accountability – sorry – maybe a good candidate.

Then my question now is to you. It's for you to think about because we don't need to answer this straight on. Do you want us to try to organize a meeting with two of the subgroups on specific topics? And I will, if staff can send an e-mail to the group asking this specific question in the next few days to allow this discussion to go on with more input and preparation during our next call, I would appreciate this help. Thank you.

Any comments, questions? If not, okay. Let's go to I guess we have our next meeting in one week and it will be the last prior to Hyderabad. And I will try, before this next meeting, to have a schedule and agenda.

And if it's okay, I would like to ask you for Any Other Business, please. Bernie, please go ahead. Sorry, I didn't see you. You're on the top of my screen and I didn't look at that. Please go ahead.

BERNIE TURCOTTE:

Apologies. Thank you, Sébastien. Just a reminder from the last plenary, if any of the subgroups have significant issues that they want discussed by the plenary at the face-to-face meeting in Hyderabad, there is a deadline of October 21st to submit if you want those considered. Thank you.

SÉBASTIEN BACHOLLET:

Thank you, Bernie. I [am sure] that they already sent this to the co-Chair, but I will take it again and if you have any inputs, please send me notes either on the list or directly to me and I will answer prior to the 21st of October. Thank you.

Please, Herb, go ahead.

HERB WAYE:

Yes, thank you, Sébastien. Just referring to your previous topic about having joined sessions between various subgroups, is this something you could potentially bring up at the next general call and when you have all of the subgroup heads in the room at the same time, or

possibly, I don't know if you have a mailing list that includes all of the subgroup heads to see whether there is a shared vision for this.

I have [sat in] on most of those groups and I know that this is a very unique and, at times, confusing process. And I would want to make sure that a meeting with one of the other groups such as Diversity or whatever will be productive and not just another opportunity to add a little bit more confusion as we finally get things straightened out. But I would want to make sure that that meeting would be productive.

SÉBASTIEN BACHOLLET:

I totally agree with you, Herb. Let's not do something just to confuse a little bit more. But I think the discussion we had about Transparency, I guess, and the discussion we had with Staff Accountability could be, now that we have discussed this, after today, we'll discuss that in the [inaudible] and we can try to see if we can finalize a common proposal on that and just to be sure that we are clear on what is on the discussion.

But yes, we have, I will bring that up during our – we have a prep call tomorrow at the same time that meeting today prior to the general assembly, yeah, the full group meeting on Work Stream 2. And I will bring that up tomorrow specifically on that issue and the other things we have discussed. And it will be a good opportunity to have the discussion with the other leaders. It's why we have this call tomorrow prior to the meeting of the full group.

Okay. Thank you very much. Any last comments, questions, ideas? We are in Any Other Business here. If not, I would like to thank you very

much for your participation. I will be disappointed that we didn't get more participation to people. Hopefully we will have some good production anyhow. Let's talk next week and I will report on the plenary will happen after tomorrow.

Thank you very much and thank you, staff, for your [inaudible] help. Very appreciated. Take care and talk to you soon. Thank you.

[END OF TRANSCRIPTION]