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## ADA Restoration Act Update

On October 14 and 15 the Disability Advocacy Collaborative hosted the visit to Connecticut of the Road to Freedom Tour. The purpose of the Tour was to celebrate the disability rights movement and to educate the public about the need for the ADA Restoration Act. Here is a brief overview of the hearing on the proposed Act that was held in Washington, DC on November 15, the day the Tour concluded its fifty state odyssey:

The November 15 ADA Restoration Act hearing in the Senate Health, Education, Labor, and Pensions (HELP) Committee delivered a strong message to the Congressional record of its need.

Senator Harkin (D-IA), the lead sponsor of the Senate bill, [S.1881](#), began the hearing by addressing his involvement with the original ADA, what Congress intended, and some of the Supreme Court decisions that have brought us way off course with this great law.

Long time disability rights leader John Kemp, an attorney in Washington, D.C., was first to speak from the panel. Mr. Kemp spoke of his personal experience having grown up without arms or legs and stated that disability discrimination is "un-American."

Dick Thornburgh, Attorney General under Former President George H.W. Bush, like Senator Harkin, spoke of his role in the passage of the original ADA and what he understood Congress's intent to be.

Steven Orr, a pharmacist with Type 1 diabetes from South Dakota, spoke next. Mr. Orr, who wears an insulin pump, detailed his experience of discrimination by his employer who flat out told him he was firing him because of his diabetes but who nonetheless lost his case when the Courts determined that he was not "disabled" for purposes of the ADA's protections.

Camille Olson, an attorney and professor from Chicago, offered an oppositional viewpoint. While noting all the progress in the workplace to date on account of the ADA, Ms. Olson argued that the ADA Restoration Act of 2007 is not a suitable solution to address concerns with the ADA, arguing that the legislation included too many people with all varieties and severities of impairments in its protections.

For more on ADA Restoration Act, visit the AAPD ADA Restoration Act [blog](#).

## Disability Advocacy Collaborative Regional Contacts

To get involved with one of the Collaborative's Regional Advocacy Networks, contact the following:

Northwest — contact: Bill Knight ([lackerman01@snet.net](mailto:lackerman01@snet.net)) – meetings are held at the Litchfield Arc

Southwest –contact: Carol Kana ([pkana@snet.net](mailto:pkana@snet.net)) – meetings are held at the Norwalk Police Department

Danbury Area – new contact being arranged – meetings are held at Ability Beyond Disability in Bethel

North Central — contact: Candace Low ([clow@independenceunlimited.org](mailto:clow@independenceunlimited.org)) – meetings are held at 151 New Park Avenue in Hartford

Waterbury Area –contact: Mike Valuckas ([mike.valuckas@independencenorthwest.org](mailto:mike.valuckas@independencenorthwest.org)) – contact Mike for information about next meeting

Northeast Area – contact: Carolyn Newcombe ([cnewcombe@charter.net](mailto:cnewcombe@charter.net)) – meetings are held at the Mansfield Senior Center.

## Disabilities Show on “Connecticut Newsmakers”

On Sunday, November 25, West Hartford Chief William Austin and Theresa Nadeau, a member of the disability community and a spokesperson for people with disabilities, will appear on Ch. 30's Connecticut Newsmakers at 6:30 a.m. Both are being interviewed by Tom Moynihan on the topic of Disabilities Registration Programs for Municipalities. The program will be re-broadcast at 9:15 p.m. Sunday on Connecticut Network (CT-N).

Chief Austin will discuss the importance of communities implementing a Disabilities Registration Program and will cite West Hartford's experiences--both pro and con--surrounding that town's registration program. Ms. Nadeau will discuss the importance of having people with disabilities participate in these programs, encouraging some to overcome their reluctance to register for concerns of confidentiality.

## North Central Meeting of Disability Advocacy Collaborative

The November meeting of the North Central Regional Advocacy Network will take place on Monday, November 26 from 10 am – 12 noon in the Hartford Room at the New Park Office and Conference Center, 151 New Park Avenue, Hartford. A light lunch will be provided. The focus of this Network meeting is housing, and any interested individuals are invited to attend.

The North Central Network is sponsored by Independence Unlimited and is one of six regional networks that operate under the auspices of the Disability Advocacy Collaborative. Candace Low, Executive Director of Independence Unlimited, chairs the group.

## Is Your Child Getting Appropriate Help?

“Smart Kids with Learning Disabilities” presents a workshop entitled “Is Your Child Getting Appropriate Help Learning to Read, Write & Spell and What You Can Do About It” on Tuesday November 27 at the Westport Public Library, 20 Jesup Road, Westport. Presenters include Sheryl Knapp, Literacy Consultant & Advocate, and Kathleen Whitbread, Ph.D. Associate

Professor of Education at St. Joseph College and Assistant Professor of Pediatrics at the UConn Health Center.

Your child has been diagnosed and is eligible for special education services—but how do you know if the school program is meeting his/her needs? Ms. Knapp and Dr. Whitbread will discuss evaluating IEP goals and objectives; teacher and staff qualifications and service delivery options; how to determine whether instructional methodology is truly multisensory, systematic and research-based; appropriate frequency and duration of interventions; and how to monitor progress.

For more information call (203) 226-6831, or e-mail: [info@smartkidswithld.org](mailto:info@smartkidswithld.org) . The web site for Smart Kids is: [www.smartkidswithld.org/](http://www.smartkidswithld.org/) .

### North East Meeting of Disability Advocacy Collaborative

The monthly meeting of the North East Region of the Disability Advocacy Collaborative will be held Wednesday, November 28 at 6 pm at the Senior Center in Mansfield. Transportation is the advocacy barrier that the group is addressing, and a multi-phased campaign is being organized. Any interested person is invited to attend.

Carolyn Newcombe of Storrs is the group's coordinator ([cnewcombe@charter.net](mailto:cnewcombe@charter.net)).

### Arc/CT Annual Meeting to Feature Walgreen's Manager

The Arc of Connecticut is hold its Annual Meeting and Dinner on Wednesday, November 28 at the Wethersfield Country Club (78 Country Club Road – Wethersfield) beginning at 5 pm. Deb Russell, Manager of Outreach and Employee Services for Walgreens, will speak on the company's commitment to people with cognitive and intellectual disabilities.

The time slot 5-6 pm is set aside for the Arc Board meeting and election of officers, with a social hour beginning at 6 pm and the dinner, speaker, and awards ceremony commencing at 6:30 pm.

Tickets are priced at \$50 and interested persons may mail their check in (Arc/CT – 43 Woodland Street – Suite 260 – Hartford, CT 06105); you may also phone your reservation in (860-246-6400) or e-mail it in ([damundsen@arcct.com](mailto:damundsen@arcct.com)) and pay at the door.

### Transit for Connecticut Forum

Do you now use, or are you considering using, public bus services to reach more destinations and want to see improvements? Are you one of the many Connecticut residents concerned about the high cost of congestion on the economy, the environment and your quality of life?

Please attend the Transit for Connecticut forum in Waterbury on November 30 and tell elected officials and agency representatives your ideas about what can be done to increase and expand public bus service! Studies have shown that increased bus services will benefit the economy, the environment and all residents of the state. Increased state funding for public bus services is

needed to increase the frequency of bus service, expand weekend and weekday hours of service, improve commuter shuttle service, provide additional paratransit service, and create easy access to information about bus services in your area.

The forum will be held at the Waterbury Regional Chamber of Commerce, 83 Bank Street, Waterbury, at 10:00 am. Registration and a continental breakfast will begin at 9:00 am. State and local elected officials, Connecticut Department of Transportation representatives and advocates of public bus services will be on hand to listen to your comments and concerns. Don't miss this opportunity!

### **“Holidays on Guitar”**

The Manchester Community College Institute on Disability and Community Inclusion will host a “Holidays on Guitar”, featuring Tim Maynard on classical guitar, on Saturday, December 1 in the SBM Charitable Foundation Auditorium at Manchester Community College. The auditorium is located at 60 Bidwell Street in Manchester and the performance begins at 7:30 pm. The show will feature favorite holiday classics as well as original compositions. Special guest soprano Carolyn Fisher will also perform.

Admission is \$10 (\$5 for students, seniors, and people with disabilities) and tickets will be available at the door. For more information call 860-512-2789.

### **Advocacy Training Workshop**

The State M.S. Society is offering an Advocacy Training Workshop on Saturday, December 1 at the Cheshire Library from 10:30 am – 2:30 pm. Attendees will learn about the National M.S. Society's local and national advocacy efforts as well as effective ways for individuals with M.S. and volunteers can spread awareness and cultivate positive change.

For more information, or to register, call 1-800-fightMS or e-mail [programs@fightms.org](mailto:programs@fightms.org). You do not have to have M.S. to attend the workshop.

### **Know Your Rights Under IDEA**

NorwalkSEEKS and the Connecticut Association of Children with Learning Disabilities (CACLD) are co-sponsoring a workshop entitled “Know Your Rights Under IDEA: A Discussion of ‘Failure to Progress’ ” on Wednesday, December 5, from 7:00 - 9:00 p.m. Attorney Nora Belanger will be the presenter.

Only 14.3% of Norwalk special ed 4th graders performed at the proficient level on the reading portion of CMT's in '06-'07. This statistic begs the question: how many special ed kids in Connecticut are 'failing to progress' under IDEA? What are their rights and what can you do about it? The workshop is free to attend and open to the public.

The workshop will be held at the Norwalk City Hall, 3rd floor. For more information go to: [www.NorwalkSEEKS.org](http://www.NorwalkSEEKS.org) or e-mail: [info@NorwalkSEEKS.org](mailto:info@NorwalkSEEKS.org) or call: 203-846-2501.

## Transition to Adulthood: A Critical Milestone

The Connecticut Department of Public Health and the United Way of Connecticut / 2-1-1 Child Development Infoline are sponsoring a conference on “transitions” on December 6 from 8:30 am – 3:30 pm at the Sheraton Four Points in Meriden. For the purpose of this conference, transition is defined as the deliberate, coordinated provision of developmentally appropriate and culturally competent health assessments, counseling and referrals. A critical component involves children, families and providers acquiring the required skills to transition those children to adulthood and allow them to manage their own condition and their lives.

Workshop topics will include transitioning from:

- ◆ Pediatric to adult medical services
- ◆ Pediatric to adult behavioral health services
- ◆ School to work

In addition to human service workers the conference is recommended for young adults and their families. Members of CT-KASA (Kids As Self Advocates) will be part of all three panels of experts.

Registration fee is \$15.00 and no-cost family/consumer scholarships are available. For more information or to register contact Robin Lewis at 860-509-8074 or [robin.lewis@ct.gov](mailto:robin.lewis@ct.gov) .

## Charter Oak Plan

Last December Governor M. Jodi Rell proposed a new Charter Oak Health Insurance Plan to address what many call the toughest challenge in health care nationally—bringing health care coverage to uninsured adults of all incomes. The intent of the new plan is to develop a private-public partnership offering health insurance at an affordable group rate.

According to the Governor, the Charter Oak Health Insurance Plan would benefit uninsured adults of all incomes who do not have insurance through the workplace by providing basic, quality health insurance to individuals age 19 to 64 -- people who range from young adults who are no longer eligible for their parents’ health policies to older adults who are not yet eligible for Medicare.

In response to inadequacies in the plan as has evolved to date, a coalition has been formed under the leadership of Sheldon Toubman, an attorney at New Haven Legal Assistance. The coalition has discovered the following deficiencies in the Governor’s plan:

- lack of inclusion of consumer mandates and external appeals
- high co-pays
- annual maximums (DME - \$2000 - and medication - \$2500)
- lack of public input
- lack of any monitoring once plans are in operation

The Disability Advocacy Collaborative has joined the coalition, and urges any concerned citizen to contact Sheldon to stay on top of the situation; he can be reached at [stoubman@nhlegal.org](mailto:stoubman@nhlegal.org). A public hearing on the plan is being considered, and will possibly be held during the first week of December.

## Connecticut Autism Spectrum Resource Center is proud to announce....

The Connecticut Autism Spectrum Resource Center (ASRC) is offering a new respite program for its members. The program will allow parents to take a break and go on errands, have a date night, or just relax at home. This program is for low-functioning children with ASD ages 5-11. It is held at ASRC in Wallingford every other Saturday (dates to be announced) from 4 – 6 pm.

ASRC is only accepting a few children each Saturday, so if interested, please contact Jessie at [jessica.bradshaw@yale.edu](mailto:jessica.bradshaw@yale.edu) or Pat Coppola at 203-265-7717.

## People First Conference a Big Success

Jean Bowen, advisor to People First of Connecticut, reports on this year's People First conference:

“Over 200 advocates attended the People First conference held November 3 at the Clarion Hotel in Bristol. President Carol Grabbe welcomed the large group with Chad Sinanian, Conference Chairperson, adding his big welcome. The keynote address by Tia Nelis, Leader of SABE (Self Advocates Becoming Empowered), was terrific giving members an idea of how we all fit into the big picture in the country.

The workshops were crowded and of interest to everyone. Folks enjoyed making their dreams into a box as well as listening to presentations on Richard Lapointe and the Ashley X issue. Varian and Bill Berry wowed their audience in "Breaking out of your shell!" Best Buddies was a hit and fun.

People First officer elections were held and the results are as follows:

Carol Grabbe, President  
Varian Salters, Vice-President  
Bill Berry, Treasurer  
Quentin Hughes, Secretary

It isn't easy getting folks to this event each year but the People First of CT chapter advisors and support friends are amazing. Thanks to you all for your enthusiasm and your respect for self advocacy. You make the difference in our state!”

- Jean Bowen

**It's Time to Apply for YLF 2008!**

Karen Halliday, Executive Director of the Connecticut Youth Leadership Program, has announced that applications are available now in Connecticut high schools for the 2008 Youth Leadership Forum. The Forum, in its 10<sup>th</sup> year, will bring together forty high school students with disabilities from throughout Connecticut for a four-day training forum focusing on enhancing their leadership skills. YLF is open to current high school sophomores and juniors. It will be held July 21 – July 24, 2008 at the University of Connecticut, Storrs campus.

YLF delegates will explore personal leadership skills, define career goals and leave the forum with a very specific action plan that describes what they will do back in their local communities to enhance the lives of people with disabilities. Students who are accepted to YLF will be required to attend follow-up sessions after the forum to implement their Community Action Plans.

It is the goal of the YLF planning committee to select students from all regions of Connecticut, who represent a wide range of disabilities and ethnic backgrounds. Copies of the application can be downloaded by logging on to the YLP website – [www.ctylp.org](http://www.ctylp.org) . Completed application packets must be postmarked by January 11, 2008 and mailed to the address noted on the application.

If you have any questions about the program, please contact Karen Halliday at (860) 633-8403 or [KarenH1203@aol.com](mailto:KarenH1203@aol.com) or Kathleen Kabara at (860) 424-5068 or [Kathleen.kabara@ct.gov](mailto:Kathleen.kabara@ct.gov).

## Connecticut Tech Act Project

The mission of the Connecticut Tech Act Project is to increase independence and improve the lives of individuals with disabilities of all ages through increased access to assistive technology for work, school and community living.

CTTAP News – the Project’s newsletter – reports a new service of providing long-term loans for Electronic Aids to Daily Living (formerly known as ECUs or Environmental Control Units) for Medicaid Waiver consumers and short term loans of computer equipment and AT software for school systems. The newsletter also provides updates on current CTTAP programs such as the AT Loan Program, the AT Exchange and the Tech Mentor Program.

The Project operates out of the State of Connecticut, Department of Social Services, Bureau of Rehabilitation Services. For more information, or to sign up for their newsletter, go to: [www.cttechact.com](http://www.cttechact.com) .

## Importance of Every Vote

Your vote counts, and at least fourteen towns in Connecticut had recounts because the closeness of the municipal races, including Bethlehem, where four votes separated the winner and loser.

As a follow up to the election, the Office of Protection and Advocacy for Persons with Disabilities needs your help in assessing the new phone voting system that was used at every polling place during the election. Your feedback will help P&A ascertain the availability of the system, the policies and procedures in place for its use, and the quality of the voting experience. Whether you have a disability or not, P&A wants your feedback.

To follow up, contact Elanah Sherman at [elanah.sherman@po.state.ct.us](mailto:elanah.sherman@po.state.ct.us), or 860-297-4322.

## Position Available

Yale University is seeking to hire a full time Project Coordinator to staff a mental health workforce development initiative funded through Connecticut's Transformation Grant. Individuals with personal knowledge of the "lived" experience of mental illness are strongly encouraged to apply.

This position includes project management and staffing of interventions designed to recruit, retain, educate and train the mental health workforce. While this job will involve implementation of a range of interventions for different sectors of the workforce, a special focus will be placed on strengthening the roles of persons in recovery and family members as part of the mental health workforce. This position also involves serving as a liaison to persons in recovery, family members, and advocacy groups representing these individuals in order to ensure their input into the workforce planning and intervention process.

To obtain more information or to apply, please utilize the following link to the Yale employment website, [www.yale.edu/hronline/stars/applicants/](http://www.yale.edu/hronline/stars/applicants/). (If you are not able to access the link by clicking on it, please hold down the control button and click on the link simultaneously, or copy and paste it into the address line of your web browser). Once the site has been accessed, please use the STARS Req. ID# 2660BR to locate this specific position through the website search engine.

For more information, contact: Christie Hunnicutt, LCSW - Project Coordinator - Yale University - [Christie.Hunnicutt@Yale.edu](mailto:Christie.Hunnicutt@Yale.edu) - (203) 288-6253.

## Moratorium on Utility Service Shut-offs

Governor Rell has reminded Connecticut residents that as the rising price of oil continues to affect everything from gasoline to home heating oil, there is a moratorium on utility service shut-offs. "If a resident is below 150 percent of the federal poverty level, they cannot be refused gas and electric service because of lack of payment from November 1 through April 15," the Governor said.

For information on applying for assistance, call 211.

## News on Earned Income Tax Credit

EITC is a special tax benefit for working people with low to moderate incomes. You may be able to claim from \$100 to more than \$4,000, depending on income, marital status and number of children. The EITC is not counted as income in most public benefit programs, including SSI, Medicaid, Food Stamps, Veterans Benefits, and Federally Assisted Housing.

For more information contact Maria Madera at the IRS - 135 High Street, Stop 116 - Hartford, CT 06103 - Phone: (860)756-4658 – e-mail: [Maria.Madera@irs.gov](mailto:Maria.Madera@irs.gov) .

## News from Justice for All

Disability organizations and advocates are encouraged to support H.R. 3985, The Over-the-Road Bus Transportation Accessibility Act of 2007. This bill would address the problem of private intercity bus companies without stations, known as curbside carriers, that ignore the ADA. These companies, which use high-floor "over-the-road" buses and offer budget fares along the Eastern seaboard and across the country, do not provide accessible buses and have frequently discriminated against people with disabilities by, for example, denying transportation to blind people with guide dogs or requiring them to sit in the last row of the bus.

HR 3985 would require the Federal Motor Carrier Safety Administration (FMCSA), the office at DOT that licenses and regulates privately-operated bus carriers, to fully consider ADA compliance when it grants and revokes operating authority to passenger motor carriers. FMCSA has repeatedly stated that it won't, or can't, consider ADA compliance in its licensing decisions, despite a U.S. Court of Appeals decision from the DC Circuit last year asking DOT to do so.

HR 3985 does not amend the ADA, but rather, amends the law that gives FMCSA its authority, adding the DOT ADA regulation to the list of items FMCSA must consider in granting and revoking operating authority. It also requires FMCSA implementation in 30 days and a coordinated enforcement agreement between FMCSA and the Department of Justice in six months.

This bill was passed unanimously on October 31 by the House Transportation and Infrastructure Committee.

Any disability organization that wants to express support of [HR 3985](#) can send a letter to Subcommittee Chair DeFazio, who was the primary sponsor of the bill, with cc's to Chairman Oberstar, Committee Ranking Minority Member Mica, and Subcommittee Ranking Minority Duncan, all original cosponsors. It would be best to email pdfs of the letter to Committee staff Helena Zyblikewycz for the majority ([Helena.Zyblikewycz@mail.house.gov](mailto:Helena.Zyblikewycz@mail.house.gov)) and Suzanne Newhouse for the minority ([suzanne.newhouse@mail.house.gov](mailto:suzanne.newhouse@mail.house.gov)).

## News on Community Choice Act

ADAPT has reported that Representative John Dingell, Chair of the Energy and Commerce Committee, and Representative Frank Palone, Chair of the Subcommittee on Health, have committed to hold a hearing on the Community Choice Act as the first act of the Health Subcommittee in the new Congressional session. Stay tuned for the exact date.

The Community Choice Act provides an alternative to institutionalization and will fundamentally change our long term care system and the institutional bias that now exists. Building on the Money Follows the Person concept, the two million Americans currently residing in nursing homes and other institutions would have a choice. In addition, people would not be forced into institutions in order to get community services; once they are deemed eligible for the institutional services, they will be able to choose where and how they receive services. Instead of making a new entitlement, the Community Choice Act, makes the existing entitlement more flexible.

The Senate version of the Community Choice Act is [S. 799](#) and the House Bill is [H.R. 1621](#) .

## The AARP Guide to Understanding Medicare Drug Coverage

November 15 marks the beginning of Medicare enrollment season. While Medicare is intended to help those in need, the rules and processes around the drug plans can be especially confusing and frustrating, whether you are enrolling yourself, or your loved ones. This guide can help you navigate your way—just click on the links below to answer your questions, as well as the final link to print out a handy Medicare Part D Enrollment Checklist. For more information on how to get a copy of the guide or view it on line go to [http://www.aarp.org/health/medicare/drug\\_coverage/the\\_aarp\\_guide\\_to\\_understanding\\_medicare\\_drug\\_cove.html](http://www.aarp.org/health/medicare/drug_coverage/the_aarp_guide_to_understanding_medicare_drug_cove.html).

Topics include: [Choosing and Enrolling in a Plan](#), [Should You Enroll in a Plan?](#) , [Joining and Using a Drug Plan](#), [Keeping Rx Costs Down](#) and [Part D Enrollment Checklist](#) .

## Report on Presidential Candidates' Forum of November 2

The transcript of "A National Forum on Equality, Opportunity, and Access," the presidential candidate forum that took place in Manchester, NH on November 2, is now available on the [AAPD website](#). The transcript is currently in two large files - one of the morning hours and one of the afternoon hours.

Over 600 New Hampshire voters with disabilities attended the day-long, first-ever cross disability presidential forum. Five candidates arrived in person to share their positions on a variety of disabilities. These included Senators Clinton, Biden, Dodd, Gravel, and Representative Kucinich. One candidate (Edwards) sent a surrogate, and Senator McCain joined via a phone call.

## KASA Releases Report on Standardized Testing

Kids As Self Advocates (KASA) has announced the publication of its newest report - "Standardized Testing: What Youth with Disabilities Have to Say".

This report shares:

- Youth voice - including many quotes from youth

- Cutting edge ideas to improve test accessibility and knowledge of rights
- How standardized testing has affected people with disabilities in history

For copies of this report please contact KASA at Family Voices at [info@fvkasa.org](mailto:info@fvkasa.org) or on the web at [www.fvkasa.org](http://www.fvkasa.org).

## MS Scholarship Application Now Available

The 2008 National MS Society scholarship application is now available. The application deadline is Monday, Jan. 15, 2008. Those eligible include:

- High school seniors who have a parent with MS who will be attending an accredited post secondary school for the first time
- High school seniors who have MS and will be attending an accredited post secondary school for the first time
- High School (or GED) graduates of any age who have MS and who will be attending an accredited post secondary school for the first time
- High School (or GED) graduates of any age who have a parent with MS and who will be attending an accredited post secondary school for the first time.

Go to:

[www.nationalmssociety.org/site/PageServer?pagename=HOM\\_SOCIETY\\_scholarship\\_faq](http://www.nationalmssociety.org/site/PageServer?pagename=HOM_SOCIETY_scholarship_faq) for more information about eligibility requirements or [click here](#) to download an application.

## NCD Invites New England Disability Communities to Boston

The National Council on Disability has invited disability advocates and disability rights supporters to its quarterly meeting in Boston on November 29 – December 1. The meeting will be held at the Hyatt Regency Boston, One Avenue de LaFayette.

For more information go to: [www.ncd.gov/whatsnew.htm](http://www.ncd.gov/whatsnew.htm) .

## AAPD Accepting Applications for 2008 Summer Interns

The American Association of Persons with Disabilities (AAPD) is now accepting applications for its 2008 Summer Internship Program. Details and the application are available on the AAPD website (look under Leadership Development): [www.AAPD.com](http://www.AAPD.com).

Applications are due Friday, December 14, 2007.

This Bulletin is supported by a grant that the Disability Advocacy Collaborative has received from the Connecticut Council on Developmental Disabilities. In addition, in-kind support is being provided by the UCONN Center on Disabilities, and Communitas, Inc. serves as the project's fiscal agent. To all three we extend our deep appreciation.