

The logo for 'LIFE at Disney' is centered within a dark, rounded rectangular box. The word 'LIFE' is in a clean, white, sans-serif font. 'at' is in a smaller, lowercase, white, sans-serif font. 'Disney' is in the iconic white script font. The background of the entire page features a colorful, pixelated pattern of small squares in shades of orange, yellow, green, and red.

# LIFE at Disney

## Episode 6 Transcript: Disney Programs – Disney College Program and Disney Internships

### **Ashley and Tony (Podcasts Hosts)**

Welcome to the Disney podcast, the show where you discover what it's like to be part of the story and a career with Disney as we bring the Walt Disney Company's core values, culture, and work to life. We're your host, Tony Williams and Ashley Siegel, and we are going to share some remarkable stories from the perspectives of the people and the teams behind the magic.

### **Ashley**

This week we are joined by a Disney College Program Alumni and current Disney Professional Intern. By participating in our Disney Programs, you can discover a unique living and working environment with participants from around the world and from all different backgrounds and lived experiences while providing on-the-job experience with our beloved company. Welcome to the show, Karla Quintanilla. I'm so happy you're here.

### **Karla**

Hi, Ashley. Thank you so much for having me. I am so happy that you're giving me the opportunity to speak more about the program experience.

### **Ashley**

Yeah, I mean, I think our college programs, our professional internships, they're such an important part of this company. And really, y'all are our future leaders. So, this is so exciting for me.

### **Karla**

Yeah, absolutely. I mean, I think it's, you know, as somebody who has done the Disney College Program and a professional internship, this is where I want to be, right. And I wouldn't be here without those opportunities. So, I'm excited to dive in and just talk a little bit more about how enriching it is.

**Ashley**

Absolutely. You know, I always joke with my team because I have a lot of DCP alumni on my team, and I always say that that's one thing that I still have that FOMO about. I wish I had done a CP myself. So, tell me, when did you first hear about the Disney College Program? How did you know you wanted to get involved?

**Karla**

So, I found out about the Disney program from an alumni and she went to my university, and at the time she was a P.I. She was a professional intern. And she told me about this program that you can do while you're in college. And you get to come down to Walt Disney World and work in Florida. And at the time, I was looking for internships. So, I was a freshman in college, and I applied because she said it's really selective. So, it just give it a whirl and apply and just get a sense of what it is because I think you'd really enjoy it if you love Disney. So, I applied, and one thing led to the other. I got through the application, I got through the interview, and I ended up getting the role. I was a seater. I was working at Liberty Tree Tavern and Diamond Horseshoe in 2019 in the fall. And I loved it so much that I extended into 2020 and I was a seater as well at the Beach Club at Cape May Cafe. And, and of course, you know, things happened. I had to end and complete my program earlier, but I went back home with a vision, right, that I wanted to be back here. And I finished my marketing degree and not so long after, you know, fast forward to two years after I am here providing magic as a professional intern for the Disney programs. So right now, I am working at Flamingo Crossings Village and supporting the communication side for our Disney programs.

**Ashley**

It's just amazing. It's so awesome to hear how it comes from finding out about the college program from someone else who had done it all the way through being where you are right now to be able to really support it. So, for those who aren't aware, what are the different programs that are available for folks?

**Karla**

So, the Disney College program is an experience right now at Walt Disney World Resort for US college students. And basically, they work at the parks and resorts in operational roles, making magical moments for all guests while, of course, building their résumé. So, the college program experience has been around for actually we just had our 40-year anniversary, our 40th anniversary. It started in 1982 and we had a big celebration here at Flamingo Crossings Village to celebrate 40 years of the Disney College Program. Now within the Disney programs, it's a big umbrella and we have also the Disney internships. So that is what I'm currently on. It's an internship that it's related to my major in college. And these internships are across our Disney company from Disney Streaming, ESPN, and Marvel. I mean it's just so awesome opportunity to get one of these internships and they're also a great way, I think to start your professional career and learn from the best industry here at Disney. So, I feel very fortunate that I'm able to collaborate and partner with a lot of our Disney professionals, and they teach me every day. What's really exciting is the

Disney International programs that have returned here at Walt Disney World. The international programs offer people from around the world to come here and have the opportunity to represent their culture and gain hospitality experience at one of the world's top vacation destinations. Of course, Walt Disney World. We have a lot of our cultural representatives at EPCOT, which we are so excited to have returned back. And then finally, again, under that Disney program's umbrella, we have Disney's Culinary Program, and that is for culinary students or baking and pastry students. These are participants that can work in one of our over 500 dining locations at Walt Disney World. They are mastering their craft, their culinary craft as they work side by side by our culinary leaders in areas from catering, in fine dining and also pastry and quick service.

### **Ashley**

Absolutely. Now, thinking about how you made that shift, right? So, you left the company for a little bit, came back as you're as a professional intern. So, what was that process for you like?

### **Karla**

That's a great question. I'll tell you that again, the Disney College Program brought me that vision, and my goals really directed me to where I wanted to get. And I went back home, and I knew I said, Karla you're going to finish school. Disney's always going to be there. And I advocate for alternative learning, but I also advocate for academic learning. And really, you know, taking in those theories and learning from your professors as well, and then bringing it to life in the real world and making your dreams come true that way. And so, I finished school. I pursued my marketing degree at a very small university, DeSales University, in Pennsylvania. And while I was at school, I did not let just school stop me from pursuing other internships. So, I was doing smaller projects with smaller businesses and interning with them around my community, learning new skill sets. I worked for the Chamber of Commerce in my district, and I learned a lot there, as well as, you know, pursuing my degree. And then when I was ready and I was getting ready to graduate last semester, actually, I graduated. I said, all right, I know that Disney has waves, right? They come out with professional internship recruitment around this time. So, I'm going to start getting ready and polishing my résumé. Thinking about how I want to and where I want to go with the company, and then seeing if those opportunities are out there for me. I am patient and I am ready to just kind of put my best face forward and see where that leads me. So, I did apply to a lot of professional internships and learned through the process. I learned about rejection. Right. It's a competitive world anywhere, but you really have to test and see which opportunities are made for you. And I truly believe that what belongs to you will not pass you. So that's what happened. I applied to a lot of internships. I interviewed for a couple. I was on LinkedIn actively looking at Disney professionals and what they were doing and, you know, also getting a sense with the pandemic and all the all of the different changes and transition, seeing how they were responding to it. I mean, that's also important. You have this, you know, expectation of Disney, but you also have employees who are human and they're going through hardships and they're going through adversities. How are they responding and looking up to that? So, all to say, right, I ended

up landing this internship. I interviewed with my now leader and it was a great match. We really connected. And she liked my portfolio. She liked, you know, the way I you know, my story, the story that I had. And so, then then I got here and I, I started in January of 2022, and I will be, I will be here for a little bit longer. And my goal is to really stay here.

**Ashley**

All of that to say, what does the day to day look like in a professional internship role?

**Karla**

My day to day is it's coming here. It's the nine to five Monday through Friday but we really get to think about, you know, the story and we can tie everything to storytelling right out of our company. But the story that we want to show our participant and also amplifying their stories, we're so lucky that we have such a diverse group, and we want to give them a sense of belonging here. And we are really sometimes the first impression of the company as they come here. And we want them to stay just like we want to stay. So, we are also kind of working towards improving our program experience. I work on the weekly newsletter to provide those resources and giving that information to them. We are on social media and also providing that the story on social media and showing them all the opportunities that they can have right now and if they're in the program or also if they're thinking about doing the program, showing, you know, the well-roundedness of our program experience. I love my team. So, we, we get to collaborate on many things. I am on the learning team and talking about how we can amplify the resources and courses that they're giving. And yeah, I mean I get to talk to participants during their arrivals and seeing how they were doing and their excitement to join the company.

**Ashley**

One of these days I need to get to it arrival day because I can only imagine the energy and the joy that come with being there when, when DCPs are arriving for the beginning of their program like that is just it must be the best.

**Karla**

It's a magical time. It's so self-rewarding and I just love seeing it. It's amazing.

**Ashley**

It sounds like you're certainly a superhero for all of these college program participants.

**Karla**

Thank you.

**Ashley**

The work that you're doing, the way that you're getting to tell their stories, the connections are getting to provide and having somebody who just did it, right, somebody who was in their shoes, who totally understands what they're going through, and getting to be there and tell their stories and helping them get to really hopefully where you are. Now, you're a

professional intern right now. So, the hope is that you got to continue your career with the company. So, what's next for you?

**Karla**

Well, that I'm glad you asked that because I actually have really exciting news. I have been offered a full-time position with Disney programs, which I'm so happy. And I mean, I still can't believe it. I'm so grateful that I have been selected to become part of the learning and career development team. So, I would be transitioning under different leadership, right. Like we just talked about everything I'm passionate for. And really, it's that career advancement and I will be supporting that side. We would be working with the courses and academic learning so that that's my next steps. I'm super excited. I get to stay where I am and still see my older my team within communications. I'll just be in a different desk under a different leaders. So, it all worked out for me and I'm super excited.

**Ashley**

Karla!

**Karla**

I know!

**Ashley**

That's amazing. I can't believe we're getting to share this. So, you're telling me you came to the company through a Disney College Program, you came into a professional internship where you got to support the Disney College Program, and now you're being converted so that you can stay full time in a new and exciting role, continue to enrich these college program participants like well, that's not full circle. That's just the coolest thing. That is so, so exciting and really, like, that's what it's all about, right? That's why we get to do what we do, and that's why we love to do what we do. Congratulations.

**Karla**

Thank you so much. I'm so excited. I am so excited. And, you know, maybe, maybe we can have another future intern, you know, speak to the podcast about their experience. But for me, this has yeah, this has been an amazing experience. Just getting to share my story here and also continuing to provide with participants and their experience.

**Ashley**

If you could leave our listeners with one thing with advice, if they are thinking about a college program, a professional internship, or even starting their career, you know, other people who are kind of in that phase of life where you are of, of really being a young professional and an emerging leader, what would you tell them?

**Karla**

There is I mean, I have several pieces of advice, but the main thing for me is to listen and soak it all up and have a clear vision. Goals help us get to the next steps. But we have to be patient and tune in and listen to what's going on around us so that we can be inspired to take the next steps that we want to take. My next piece of advice is to connect with your fellow leaders and interns and learn from them. I think you can learn from so many people and that's going to help you, you know, find a new perspective to where you want to go next or maybe gain the skills that somebody teaches you. So, tune in and listen and be in the moment in that sense, but also have a clear vision and know where you want to go next and ask questions and be curious about it.

**Ashley**

I love that. It's so insightful and you're right, building those networks, you never know when a connection that you made or a leader that you had previously or appear or even when you start leading people, someone that works for you. I mean, I learn more from for my team than I learn from anybody. They teach me something every day. And so, you can certainly learn so, so much. And it's something I always tell people when they're starting, sponge mode. Go into that place where you can just bring in all the experience around you. All the expertise and take it all in because it's just so valuable and so just such insightful advice. Thank you for offering that and really just thank you for being here with us today. I think this was such an insightful conversation. Our professional interns, they really are just the vibrant next generation of leaders here at Disney. And it really just cannot be understated how important all of these amazing young professionals are. And so, thank you for representing them all so well. Thank you for everything that you do for our Disney programs. And congratulations again on your new role. And I'm so excited to see where you go next. And I'm so glad that you were here with us today.

**Karla**

Yeah, of course. Thank you, Ashley, for letting me share about my experience and advocate for the Disney programs.

**Tony**

Thanks, Ashley, and Karla for that look into the Disney College Program and Professional Internships and congrats to you Karla on your new role with the learning and development team. This is a great segue for our next guest who is a two-time College Program alumni and now part of our Walt Disney Imagineering Inclusive Strategy Development team. He has also contributed to the development of some of our favorite areas at such as *Star Wars: Galaxy's Edge*, and *Baseline Taphouse*. Now let's welcome to the show, Kevin Boutte. Kevin, thanks for joining us.

**Kevin**

Thanks for having me. I'm excited to be here.

### **Tony**

Same, I'm so excited to hear about your college program experience as well as what you're doing now in the magical world of Disney. But let's start with college program. How did you hear about it and what made you decide to apply?

### **Kevin**

Yeah, so I actually heard about the Disney College Program when I was when I was younger, actually around high school, because ever since I learned about this Walt Disney Imagineering after a family trip to Walt Disney World, you know, which are the people who end up creating and designing our theme parks, I've always been trying to learn about like, how can I go do that thing right? And I think the real moment where I heard or saw that it was actually possible is I was walking in my local university at Texas Tech University, and one of the hallways kind of stuck on the side the wall was a poster that was advertising the Disney College Program and it made me so excited because again, I already knew about it and I was like, oh, I can actually finally do this now, because I had forgot about it for a while. And that was kind of the first time that I was like, Okay, well, let's, let's go learn a little bit more about it. And so, I ended up signing up for this little seminar where they were talking a little bit more about the Disney College Program. And as they say, the rest is history. I was hooked and captivated, and I wanted to go there next day.

### **Tony**

Of course, I can't tell you how often we hear that folk's journey into Disney on the professional side started with the family trip to the parks, really falling in love with the experience there and so happy that you had that pivotal moment of like, hey, this is possible for me to be a part of making the magic. So great that you saw that poster, right? And went to that info session. Wondering about your next steps. Tell us about the program. When did you start? What did you do during the college program?

### **Kevin**

Yes. So, as you mentioned, I actually did two college programs. I did my first college program in 2010 which seems like eons ago, and basically it was retail. And what I liked about it was a combination of retail and entertainment. But what I liked about it is kind of the more the entertainment portion, because after I had done, you know, when there were lull periods, if you will, in the shop, I would take opportunities to entertain guests. I was working at Hollywood Studios, so it was actually a perfect time and kind of perfect story if you were to do magic tricks. I do a lot of magic tricks and things like that for the kids. And young families. So, I enjoyed that. And then I did a second college program, which was actually I was a Jungle Cruise Skipper and that was in 2011 for the summer, and that was part of the, the Disney College Program, Summer Alumni Program. And so that was an absolute blast. It actually broke me out of my shell because I was not necessarily the social butterfly, I was kind of shy, introverted kid. And so, it was one of those great moments where you thought you weren't going to be really good at that job. And, you know, you challenge yourself. And that job was certainly a challenge at the very beginning for me. But by the end of it, I absolutely loved it, and I didn't want to leave.

## **Tony**

That's awesome to have that away from home experience. Right for the first time. And a place like Disney I can only imagine what that felt like when that you were able to form bonds with folks that hopefully are translating to your time at Disney now. I think it's also really amazing. So, did two stents with the college, learned and grew a lot, made some great memories? What happened after graduation? What were your next steps?

## **Kevin**

Yeah, so to go back a little bit, you know, I did my second college program because I always say there's a little bit unfinished business. I was having such a good time when I did my first college program. And also, I was kind of young. I didn't really understand the value of networking. And so, when I did my second college program, I really, I think focused more on networking, trying to figure out how can I make this dream of Imagineer come true. And so, I had the opportunity, the second program, to actually meet some Imagineers through meet and greets that were set up to me through different connections and things like that. And I took all those and also use that as an opportunity. The second program to learn about, you know, the process in which, you know, Disney approaches guest engagement or customer service, all these different things that make, you know, quote unquote, the Disney difference sort of thing that makes Disney, you know, better than the rest in some cases. And that to me was kind of a little mini college education. And I took that and applied it after my second program. So, after my second program, again, I had a lot of things I learned about, you know, how to become an Imagineer through this program. So, I ended up applying to this program called Disney Imagination's Competition, which is, you know, how I got into Imagineering. I ended up, you know, trying to develop projects that, you know, would help me build my career because when I was doing projects in school, there weren't necessarily Disney focused, you know, they're just generic projects. And obviously, you know, what you learn when working at Disney, we have a very unique, especially the Disney parks. We have a very unique product. And when it comes to design, you know, at the time when I was in school, there wasn't like themed entertainment schools and so, you know, I used the opportunity to take those lessons learned from the program to inform and build my craft so that it can kind of translate and help me find that ultimate dream job as an Imagineer, which I eventually ended up landing. But that was that next step that I ended up doing after finishing the college program.

## **Tony**

That's really interesting. Right? You took the time to really assess, hey, what are the tools that I gained during this program and how can I leverage them to get where I'm going? Networking is obviously one of those tools. Disney is this really amazing place with all of these opportunities, right, to reinvent your career because there are so many career paths here but leveraging the tools that you have at your disposal is how you navigate what's a really amazing opportunity, right, relative to what you want to do. And you've done an excellent job of that to get where you are now. And I want to hear more about that. What are you up to these days? What's your current role?



## Kevin

So, you know the things I'm up to these days. So today I'm actually I've had many, many, many different roles since I first began my journey at Walt Disney Imagineering. Today, I am a development designer. We're a team within Walt Disney Imagineering called Inclusive Strategies. And one of my primary focuses in that role is to basically try to figure out how we can design and create and develop experiences that reflect of the diversity of the world that we live in today. You know, when obviously when Disneyland first opened in 1950s, the world was a lot different. There was only one park. And now as we begin to kind of grow and expand the Disney brand into new audiences, new places, there's new stories to tell. And so, the questions that, you know, I have to kind of figure out is how do we tell those stories to connect those new audiences and new places? And some of those may not be the same stories that connect here. You know, that's predominately my goal and my work on it, on what I'm try to do on a daily basis. And so would that includes, I would say, work inside of our parks and work outside of our parks. Currently, we're working on a kind of traveling experience initiative. We started this about a year ago, which was basically taking this content called Soulful Jazz, which started in EPCOT, Walt Disney World, and taking it on the road because a lot of people you know, weren't going to the theme parks at that particular point in time, you know, obviously because we were in the middle of a pandemic. And so, we saw it as an opportunity to bring the Disney parks to the people, as we like to say. And so, it was an opportunity to bring the parks, but also engage the community in new ways. So that story highlighted the history of jazz as told by the characters from the Disney Pixar film *Soul*. So, we are hoping to do obviously more and more of those types of experiences. But I'm also working on inside, you know, inside our parks stuff and try to do the exact same idea or try to find relevant design content and stories to bring to life inside of our parks.

## Tony

Thank you for that as well. I was going to ask what things from your college experience have you brought into this world? But I'm hearing it already in that your engagement with folks right on the retail side. You learned about folks' experiences, and that now impacts how you're able to influence that experience, right? As opposed to engaging with them in that experience.

## Kevin

You know, whether you realize it or not, and I hope everyone who does the Disney College Program does realize this, there's a gift that you kind of get, if you will, when you do the Disney College Program. Because when you participate in it, there's an ethos that you're surrounded in, in terms of what does it take to make the most memories, or a dream possible, make someone's day. And it might seem like little actions here and there, but over time, you begin to realize there's a lot of things that make that possible, whether it be the attention to detail, taking advantage of every moment that you have to figure out ways to turn maybe something negative into a positive. This idea of kind of positive affirmation that, you know, if you can dream it, you can go do it type of type of thing, right? All those create

an ethos and leave each cast member, I think, with a gift of possibility. Right. And as you move, I think to your actual career goals whatever that is in life, it becomes another opportunity to open that gift and share it again with the world. So that, to me, you know, speaks to, I think, why Disney was so transformational to me and my Disney College Program experience and how it actually helped me, as you mentioned, going on to my career, because I still use those things today.

**Tony**

Absolutely. Absolutely. And with that thought, right, that this work, these experiences can translate anywhere. I want to shift to thinking about having the Disney difference. Right. And having the experience that you had in college program, even in Imagineering now. You obviously have a wealth of knowledge, of experience, of tools in your toolkit. And yet you are here at Disney, right? You're with us. Why? Why Disney for you?

**Kevin**

Yeah. It goes back to, you know, this mission that always attracted me around Disney is that we personally believe, you know, at least in Imagineering, that we can make the world a better place. Right? We can make it want a happier place. And I don't know too many companies where their mission is to go do that. There's a lot of companies that, you know, work in many different industries. But to have the ability, every day you wake up in the morning and you say, oh, I have the opportunity to make someone happy, celebrate, you know, help someone celebrate an anniversary or a birthday or a wedding. Be part of creating these amazing moments that will live on in people's lives for forever and even for generations. You know, to me, that's the most incredible job that you can probably have. And so, to me, when you ask, you know, why Disney? I think it's because of that.

**Tony**

We hear that pretty consistently. I think our means of storytelling and the impact we have by it are pretty uniquely Disney, to be honest. And you shared about the social activation, but I'm wondering, is there is there any other experience that you've been a part of creating that's just really, really special to you?

**Kevin**

Oh, man.

**Tony**

Or moment you've created.

**Kevin**

I'm going to change. Yeah. I want to change the question a little bit because, you know, there are so many amazing experiences at Imagineering, but one of the most profound experiences that I had and people will never probably see many of these projects but when I first started with Walt Disney Imagineering, after I concluded some work working on *Star Wars: Galaxy's Edge*, I had a few years to actually work with Joe Rohde, who's another

Imagineer who helped kind of create and lead the creation of Disney's Animal Kingdom. And to be honest, that was the most profound experience I ever had as a professional, because for me, you know, number one, I never really came from a design family. I'm one of the first designers, probably one of the only designers that come out of my family and so design was cool, but I didn't realize its power and that it could have purpose. And I think working with him opened up the door of possibility. Again, theme here of the power of what design can go do, right. In the case of Disney Animal Kingdom, design can be used as a tool to teach people about nature and conservation, and why we should be protecting our planet. In the case of *Soul*, right, it's talking about how design can be used as a tool to help talk about how this beautiful art form jazz, which is a unique American art form, is a combination of so many people that have come together to create something that is kind of bigger than themselves. Right. And as we, as I move forward and think about design now, which is a little bit different, when I thought about it at school, I thought about it more purposefully. To me, it was about, you know, just a thing looking cool. But how can this help change someone's mindset about a particular thing in a positive way, in a constructive way? How can it help bring people together in a positive, constructive way? How can it be used to, you know, empower people? So, all that to say, you know, is when I was working at to meet him, it was kind of like one of those moments. I call it like the Galileo moment or something like that, where essentially you begin to realize that the world is a lot bigger, the possibilities are a lot bigger. And, you know, we're like, we're here on Earth, maybe. But, you know, the moment that someone first saw the first picture of the stars out of space in other galaxies, the world of possibility opened of what might be out there. And so that was one of the career moments for me. And so, I'm very, very grateful for that experience. And so, I think that's probably one of the most special moments that I've had in my Disney career thus far.

### **Tony**

Thank you for sharing that. It's such a powerful tool, both when paired, I think, with storytelling and as a means of storytelling, particularly when it's kind of underwritten with that lens of inclusion and with the goal of having an impact of showing folks what's possible. And in that same vein as though you've not done enough to show the world what is possible, would love and share whatever advice you might have for the next kid that has gone to the park with their family and thought, I want to do that. And they've seen the poster, right, about the program, what advice would you give to someone thinking about joining the college program or the Walt Disney Company in general?

### **Kevin**

Oh, there's so many pieces of advice I could give that are all great. The first thing is first, like I mentioned earlier, it's say yes to yourself, right? A lot of times I think we don't say yes enough to ourselves because it's maybe a little voice in the back of our head that says we can't do it or we shouldn't do it, or, you know, I got to go do this thing over here. And so, we don't give ourselves permission to go try that new thing to take on that new challenge that will allow us to grow. So, my first thing is say yes, whatever form that is. And then secondly is once you say the yes and you've taken on that new challenge, take a moment I

think to soak it in, you know, understand the opportunity that exists within that challenge. As I mentioned, you know, I think my first college program, I understood there was opportunity, but I didn't really understand it. Right. I didn't understand how many people work to make the magic possible every single day, how many different avenues there are in life. And, you know, when I first clicked that little check, whatever college major box that you wanted, I had a very limited vision of what was possible in the world. And so by opening myself up to the challenge and the opportunities that exist in that particular space, you open yourself up to new possibilities that might actually resonate with you a lot more than the thing you thought you were going to do before, because that was certainly the case, I think, with me and also with a lot of people, because you just learn, again, what's out there in the world, you know, something that connects with you in a more personal way. And then to me, once you kind of understand that my biggest advice is really just follow those follow those paths and those roads that, you know, is calling to you. Right? Because, you know, you may not know where it's going to end up, you know, because for me I could never tell you I was actually going to end up here. And I could of never told you I was gonna end up working for Joe Rohde or whatever. But by following those things that speak to your heart, you end up in I think in the place that you ultimately need to be wherever that time is in your life. And so that's kind of, I think the three things of wisdom that I'll leave with the Disney College Program work, or future people who are interested in it or those who are interested a Disney career. Because I think if you do those three things, you'll be very surprised where life takes you. And I think you'll end up in a very happy place making new possibilities that you never thought were actually possible.

### **Tony**

Thank you, Kevin, to share a bit of your experience with the program and now in Imagineering here at Disney. Thank you. Thank you once again and looking forward to chatting again soon.

### **Kevin**

Thank you for the opportunity and likewise. Thank you.

### **Tony**

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### **Tony**

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