



Notes

Nov 10, 2025

J & K CH: Update

Invited Kiyasha Singh Justin Germishuys

Attachments 📎 J & K CH: Update

Meeting records 📄 Transcript 🎙 Recording

Summary

Justin Germishuys provided Kiyasha Singh with refined executive challenges and reflections for Lombard and requested image generation, expressing dissatisfaction with LLM-generated images. They outlined platform changes, including renaming "progress map" to "evidence map" to track the seven habits, and discussed simplifying the UI and explainer videos while emphasizing the need for simplicity and habit reinforcement in the challenge instructions and evidence tracking section. Justin Germishuys confirmed deadlines for images for executive challenges today and the L&D and tech challenge sets tomorrow, and instructed Kiyasha Singh to revert the NetBank slide deck to the original branding, adding only the Stride Shift logo and content about Stride Shift and "Getting Started," while confirming the Cyborg Habits presentation is on the 13th.

Details

Notes Length: Standard

- **Challenge Set Refinement and Image Generation** Justin Germishuys updated Kiyasha Singh on the challenges, mentioning that new challenges need to be sorted by tomorrow ([00:00:00](#)). They shared the executive challenges and reflections, primarily for Lombard, and requested Kiyasha Singh to start on the images ([00:01:38](#)). Justin Germishuys expressed dissatisfaction with images generated by a large language model ([00:00:00](#)), and they provided the challenges as an MD file via WhatsApp, asking them to place it in Google Drive ([00:01:38](#)).

- Platform Feature Updates and Habit Tracking** Justin Germishuys discussed changes to the platform, noting that they planned to change "progress map" to "evidence map," which tracks evidence of forming the seven habits through completed challenges and reflections ([00:02:58](#)). They explained that with 7 habits and 15 days, users get only four to eight opportunities per habit, necessitating a broader ecosystem ([00:04:20](#)). Justin Germishuys also detailed UI changes to the challenge view, including making the challenge list more prominent by moving it to the top, above explainer videos ([00:05:30](#)), and enabling auto-scrolling to the reflection question upon challenge completion ([00:06:39](#)).
- Explainer Videos and Program Simplicity** Justin Germishuys mentioned they did not think introductory videos were necessary for the current rollout, although they could be added later. They suggested simplifications for the explainer videos, such as a "view explainer videos" link leading to a popup or placing videos in smaller squares to conserve screen real estate ([00:06:39](#)). Kiyasha Singh agreed that the videos could be added to the YouTube channel or as part of a new rollout upgrade, given the script was lacking and the challenge set was not finalized ([00:07:53](#)).
- Clarity and Habit Reinforcement in the UI** Justin Germishuys emphasized the need to keep the program simple and discussed text changes to reinforce the connection to habits, such as changing the challenge instruction to "complete the explain it and improve it challenges to improve your clarity". They also suggested updating the evidence tracking section to "track evidence that you're building the seven habits" ([00:09:00](#)) ([00:11:12](#)). Kiyasha Singh was briefly confused about the habit tags but realized they were present in the context ([00:09:59](#)).
- Image and Challenge Set Deadlines** Justin Germishuys set deadlines for images, needing them for the executive challenges today and for the tech and L&D challenge sets tomorrow ([00:11:12](#)). They clarified that for NetBank, there will be multiple cohorts, including a standard challenge set for most users, and customized sets for Learning & Development (L&D) practitioners and technical roles like data analysts and developers ([00:12:30](#)). Justin Germishuys noted that existing images could be reused across the sets to save time ([00:13:45](#)).
- Backend Functionality and Upcoming Tests** Justin Germishuys demonstrated the functionality of setting different challenge sets per cohort, noting the system correctly recalculates completed days and keeps reflections separate, even when moving a user between sets ([00:13:45](#)). Key tasks for the next four days include testing automated emails and ensuring a bulk upload facility

works with checks for duplicate email addresses. Automated reporting is a lower priority and can be deferred past the end of the week if necessary ([00:15:00](#)).

- **NetBank Slide Deck Review and Branding** Kiyasha Singh shared a link to the NetBank presentation slides to review their attempt at adding corporate identity (CI) and content, noting they "tried to meeting in the middle". Justin Germishuys immediately suggested changing "habitat a time" to "habit at a time" ([00:16:25](#)). They questioned Kiyasha Singh's use of Cyborg Habits colors, as the original brief from the transcript was to "add our CI and content please" and not to remove the client's branding. Kiyasha Singh confirmed they changed the colors and revised content that was not aligned with the program ([00:17:35](#)) ([00:24:10](#)).
- **Content and Schedule Adjustments for Slide Deck** Justin Germishuys instructed Kiyasha Singh to change the colors back to the original NetBank branding and only add the Stride Shift logo ([00:24:10](#)) ([00:26:51](#)). They also confirmed the introduction to Cyborg Habits is a presentation on the 13th, not the 12th, and that a quick survey on the 25th is a midpoint check-in that may or may not be needed ([00:19:19](#)). Kiyasha Singh had only added information about Cyborg Habits, so Justin Germishuys requested one paragraph about who Stride Shift is and content on "Getting Started" ([00:25:19](#)).
- **Concluding Plan** Justin Germishuys concluded that the main missing element for the slide deck is a page detailing Stride Shift, likely reusable from previous materials ([00:28:32](#)). They reaffirmed that they would share the remaining challenge sets tomorrow for image production .

Suggested next steps

- ☐ Kiyasha Singh will get the images for the executive challenges today and the images for the tech and the L & D challenges by tomorrow, reusing images from the standard challenge set where possible.
- ☐ Kiyasha Singh will follow up with Allison regarding Gwen's email because Justin Germishuys has asked multiple times and it keeps falling off Allison's radar.
- ☐ Kiyasha Singh will change the colors in the slide deck back to the original NetBank colors.
- ☐ Kiyasha Singh will add one slide to the presentation about who Stride Shift is and update the slide about Cyborg Habits to remove the phrase 'not just teach theory'.

- ☐ Kiyasha Singh will add content to the 'Getting Started' or 'Next Steps' section of the slide deck regarding participants receiving daily emails and the activities on day one.

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Transcript

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J & K CH: Update - Transcript

00:00:00

Justin Germishuys: Thank you.

Kiyasha Singh: Hi.

Justin Germishuys: Just moving something over here. All right. Okay. So, this meeting um I think it would be a good idea to So, I need to have all of the new challenges sorted out by tomorrow. So, that's what I'm going to be doing today as well. Um and I shared challenges with you on Friday, but I've refined them a little bit. And one exercise that I did is I took all of those challenges and I stuck it into nano banana and I said please describe images nano banana into Gemini and then I said please write descriptions for images that would represent this but with no people but what I didn't stipulate is kind of any other guidelines for the images and then I had it start generating like I say okay now generate the images for challenge one and two and I'm not happy with the images on the whole but it's one way to do it. Um so what I wanted to do is get into it. Um so I've got um can I just drop a executive Wait, hold on.

00:01:38

Kiyasha Singh: I want Yeah.

Justin Germishuys: Okay. So, this is everything. Um, I'm just going to go into reveal and finder. Okay. Can I just ask that you put this in like Google Drive or something? I have it on my local machine now.

Kiyasha Singh: Um, where are you sending this?

Justin Germishuys: I'm just dropping it for you in WhatsApp. It's an MD file.

Kiyasha Singh: Okay. Okay.

Justin Germishuys: Okay. Um, so executive challenges, uh, and reflection. So this will be for Lombard more or less. I may change some of them, but you can probably get started with images. So long, um, you don't know if, um, Queen should have, um, their email yet.

Kiyasha Singh: Okay. Uh, not yet. And, uh, Gwenna is not available for today and next week Monday because he's writing an exam.

Justin Germishuys: That's all right. But can I just ask that you follow up with Allison on that?

Kiyasha Singh: Yeah.

Justin Germishuys: Like I've asked multiple times now and it keeps falling off her radar.

00:02:58

Justin Germishuys: I know that she's got a lot going on.

Kiyasha Singh: Okay.

Justin Germishuys: Um but you know there is a an agreement in principle that they should have it. Um cool. Okay. So I've dropped that for you. Um, and essentially the main thing I need there is images. Um, so let me show you what else I've been doing. And then we also need to talk about what else I need to do. Uh, because I'll be speaking to everybody on Thursday by giving them access to the platform on Friday. Uh, so we've got to get if we're going to have another video, we're going to have to get another video in there. um soon. All right. So, I created this here. I'm actually going to change progress map to evidence map. And basically what it says is that for explain it if you've done Okay, this isn't ideal. Okay. In any case, we'll come back to that in a moment. Um If you've done more than one, there's evidence that you're forming or you've been exposed to the habit and the habit is on its way to being formed.

00:04:20

Justin Germishuys: Part of the problem is we have seven habits and um we have 15 days and so on average you're only going to give about four to six four four to eight opportunities to do something related to the habit which is not ideal and that's why we need the ecosystem. We need more stuff. All right but okay that's that's all fine. Um but this is what it looks like. It'll say okay for explain it. You've done two challenges related to it. Zero reflection. So you've got two pieces of total evidence out of the available amount. Now obviously something's wrong here because progress doesn't make a lot of sense. You just have to say like how many reflections are instances are relate to reflections about explain it. And so if you had two challenges, you probably should have had at least two reflections or three reflections that relate to it. Um, so essentially this is a nice way to kind of see, okay, this is how I'm doing in terms of each of the habits.

00:05:30

Justin Germishuys: And this is just here under progress map. Um, and then under challenges. Um, so here are some of the executive challenges. Um, one thing I did was I made this side a bit smaller and I made the whole thing a little bit longer just so that we can get a bit more text in because sometimes now I need to fix this here and I think I can generally make the text a bit smaller. But here's how I changed it. This used to be down here or no, this used to be over here in a card of its own. And then there were videos and the challenges were not on the same screen. So now what I did is I just moved the challenges to the top so that there's nothing between you and seeing the challenges. But you have, you know, what is the theme for today, what you might discover, and then your challenges. And then if you want to, you can kind of click down and look at your explainer videos, but you don't have to.

00:06:39

Justin Germishuys: And then of course when you go complete, it just automatically takes you to your reflection question at the bottom. So it auto scrolls. So that's basically the main change over there.

Kiyasha Singh: Looks good.

Justin Germishuys: Yeah, just it feels simpler actually.

Kiyasha Singh: H. It's not so in your face.

Justin Germishuys: And exactly now. I asked you to make introductory videos. So, but actually I don't think we really need them for this unless you were running around and doing them like crazy. But um if you were that's fine. We can find a way to put them in. Um, yeah.

Kiyasha Singh: They can always be uh added to the YouTube channel eventually.

Justin Germishuys: I mean, what I could do is with explainer videos is actually not have a whole drop down, but have like a view explainer videos.

Kiyasha Singh: Mhm.

Justin Germishuys: you click and you get a popup or over here you might have um sort of a video off into one of these squares over here so that you don't end up using a lot of real estate for it.

00:07:53

Justin Germishuys: Uh so I'm not suggesting that we get rid of them. If you have them, cool. But I didn't know if you'd finished them or if you had ones that were

relevant because the problem with those videos is this. if we make a new challenge set, you need to make new videos.

Kiyasha Singh: Yeah.

Justin Germishuys: And because I hadn't decided on the challenge set yet for NetBank and we're going to give people access to the platform on Friday, I didn't know whether we would hit that deadline. So, I just made a a bit of a unilateral decision there.

Kiyasha Singh: So then um okay but the problem with that would be um the script for the videos you mentioned that it was lacking unless um after all of the challenge sets are made

Justin Germishuys: But if you do if you if you do have a quick way to make them, awesome.

Kiyasha Singh: then we do that and have it as like a new roll out not for this roll out that's happening I'm not too sure Okay.

Justin Germishuys: Yeah, we can put it on the list for an upgrade.

00:09:00

Justin Germishuys: I think that's fine. Um, the videos were confusing people. Um, what I could do, I'll I'll play around with it over the next day or two to see what works visually, but I just felt like this makes it simple. The program needs to be simple. What it's already doing is it's clarity spent. Complete both challenges to unlock your reflection. What you might discover, wow, my simple concept was actually really fuzzy until I was forced to explain it. the simple concise version is more powerful and confident than my original. Right? No, not nobody knows why it's saying this. So, it kind of creates a bit of a curiosity gap and then they do this primed by the kind of insight they they could have. That might be a good thing or a bad thing. I don't know whether it's a good thing or a bad thing to even say this, but who knows? Um, but in any case, what I do like about this is under the reflections, and this is something I'm going to do with the standard set.

00:09:59

Justin Germishuys: What did you notice about what did I notice about my own thinking when the explain it habit forced me to be simple and the improve it habit forced me to be concise right now? I don't know if this is a good question, but what I like about it is it's Yeah.

Kiyasha Singh: I have been mentioned

Justin Germishuys: So, it's it's surfacing. it. So you're seeing um so what we might want to do is you know maybe put habit tags at the bottom here.

Kiyasha Singh: Oh, I was going to say when you go into it like u maybe on the side. Oh, wait. No, it's still there. What was I thinking? Never mind. I was I didn't pay attention to the explain it and improve it on top. So I thought people might get confused

Justin Germishuys: H yeah. So I think already we're we're creating lots of opportunities for it. Um but what I think is still missing is um something that says um I think yeah we can change something up here.

00:11:12

Justin Germishuys: So clar clarity sprint challenge and then instead of complete both challenges we can say complete the explain it and improve it challenges to improve your clarity. You know then we use that little section to reiterate we need to keep tying this to the habits. Um and then I don't know once the habit map is kind of working we can maybe um so how evidence is counted track evidence of your AI collaboration habits I need to remove collaboration from there but each completed challenge is a specific type. So um we can actually just say something here um track evidence that you're building the seven habits you know instead of this you can say track evidence that you're building the seven habits. So that's fine. So basically what I need from you is just today I'm going to need the images for the executive one. Tomorrow I'm going to need the images for the tech and the L & D one. And then we're good to go on that. Under admin.

Kiyasha Singh: for the for the Tekken M&D.

00:12:30

Justin Germishuys: Yeah.

Kiyasha Singh: My audience.

Justin Germishuys: So you don't So for NetBank when they join, we're going to have multiple cohorts for NetBank. There's 140 users. Now most of them are going to fall under the default or not the default, the standard challenge set.

Kiyasha Singh: Okay.

Justin Germishuys: That's what anybody gets and it's useful to anybody. Um, and Netbank, they don't really want to customize that, but they do want a custom a not a c I'm going to have to use the word custom. They want a challenge set for learning and learning design practitioners. and they want a set for people who have very

technical roles like data analysts and developers because they tend to um she said that even for the tech groups and even for L & D we don't have to create an entirely fresh set. we can pick which ones from the standard set apply, but then just put it in that set. And I agree 100%. They need to they need to go across both. But um I'll have that for you tomorrow.

00:13:45

Justin Germishuys: So chances are good you can probably use a lot of the same images. Also go through the images that you currently do have for the standard set and see if you can just use them for the executive set.

Kiyasha Singh: and see. Kiss

Justin Germishuys: There's no harm in that. It just saves us time. Okay. So then um what I need to do is um what is this? Obviously this customization button needs to go away. I didn't remove that. Um I'll take that away shortly. Okay. Because obviously we're not going to customize anything. But what's nice is um when you create a cohort, let's just go into here. You set the challenge set. So for some cohorts, you're just going to set it to standard. And then when you go update cohort and I go back to challenges, you should see that uh it should tell me I've completed all 17 days. So even if you move one person from one set to another, it will recalculate for this view.

00:15:00

Justin Germishuys: And what's interesting is that the uh database is still incredibly simple. It has fewer tables than the previous one. And if I go back to this and I go to super admin and I edit it and I go to executive and I update and I go back to challenges, you'll see now I've only done five of 17 days. So it's keeping all of that data separate, including my reflections. Um, so that's working quite well. So if we do want to replace anything, it would be this video. Um, cool. So, that's that's where we're at then. Um, basically I need to see if automated emails are going to work. That's what I need to test over the next 4 days. I need to make sure that I have a bulk upload facility and that we can um check that we don't have duplicate email addresses or email addresses that are like 99% similar with one thing missing. And as for automated reporting, if I don't get to it before the end of the week, it's not the end of the world.

00:16:25

Justin Germishuys: Is there anything I'm missing?

Kiyasha Singh: Um, no, no, I think this that's everything covered. Um, I wanted to ask for like 2 minutes of your time if possible.

Justin Germishuys: Sure. Yeah.

Kiyasha Singh: I'm sending a link in the Google meet.

Justin Germishuys: Okay, I see it.

Kiyasha Singh: Please uh click on it and just tell me if that makes sense. Netbank sent slides and uh be tasked me with trying to add our content and trying to make it kind of look like add the CI the corporate identity to that. But obviously I can't change everything. So I tried to meeting in the middle I guess. I'm not sure.

Justin Germishuys: Also, let's just change habitat to habit or habit at a time, not habit. Habitat a time.

Kiyasha Singh: Oh.

Justin Germishuys: Um, okay. So that's look, I mean, I don't have any objections to this. It does feel like the stride shift. Um, sorry, this thing's in the way. How did it get big now?

Kiyasha Singh: Oh, what could be

00:17:35

Justin Germishuys: Um, wait, hold on. I'm looking at There we go. Um, so are these the colors that they created or did you put cyborg habits colors in there?

Kiyasha Singh: Yeah. Yeah. I put the sabu. Everything was just green.

Justin Germishuys: Yeah, I don't think that the goal was to um So, what was the brief? Just remind me about what what was the brief that you received verbatim cuz um you know, I've co-branded stuff before, but I haven't usually removed the client's branding.

Kiyasha Singh: Um, okay. Let me read it if I can just find it.

Justin Germishuys: I just, you know, added a few touches here or there. Uh, so just remind me what they asked for.

Kiyasha Singh: Uh so be sent in the cyber cabbage group when Netbank sends their slides. I'll need you to add our CI and content please. So, should I um remove the colors and have it as it was before rather B?

Justin Germishuys: Uh, you emailed me and you've revised the content.

Kiyasha Singh: Yeah.

00:19:19

Justin Germishuys: When you say revised the content, what do you mean by revised the content?

Kiyasha Singh: Um, I just removed the content that they had and replaced it with accurate content cuz some of the things were not aligned specifically on page uh three, page three.

Justin Germishuys: Okay.

Kiyasha Singh: Everything else I've just left. I'm a bit confused about page five because I see it says introduction to cyber habits on the 12th and it runs until the 5th.

Justin Germishuys: Uh, it's actually the 13th.

Kiyasha Singh: But then also you see okay change

Justin Germishuys: No, no, no. Uh on the 12th I do a um uh a presentation on on the 13th. I mean I do a presentation. So uh the 13th at um 1:00 on on the 13th I will be doing my first onboarding session during which time I talk to them about what Cyborg Habits is and show them and tell them what to expect.

Kiyasha Singh: Okay.

Justin Germishuys: Um, so that's on the 13th. So I just need to get make sure that I have my version sorted by then.

00:20:32

Justin Germishuys: Okay.

Kiyasha Singh: And then it says on the 25th, a quick survey to assess.

Justin Germishuys: So that's quick survey to assess usage and engagement.

Kiyasha Singh: Now, I'm not sure if that's an internal thing or if it's just, you know, them.

Justin Germishuys: Engagement. So that's a midpoint checkin. We may or may not need the midpoint checkin. Uh but I think for now leave that in there.

Kiyasha Singh: Okay.

Justin Germishuys: Um it'll depend on how well they're doing. They can remove that because when we spoke about it, um okay, in any case, close out workshop. Um informal reflection and sharing. Okay. So, what I'm just trying to find out is um That's cool. They've already done that, huh? Okay, they're really on the ball. Um, so let me just quickly go Net Bank here because uh, so I just want to see inbox. Okay, let's just try and find out. Molly, what is today? The 10th.

Kiyasha Singh: Yes. Are you looking for the email with the original

00:22:19

Justin Germishuys: Um, trying to look at the last one we had. Uh, she said, "No luck sharing the recording. Here's the transcript." So, I'm just looking for the transcript, actually, cuz wait, it wasn't such a long time ago, was it?

Kiyasha Singh: Uh, you had the meeting with NetBank, was it not last week or the week before that?

Justin Germishuys: Uh yeah, it was last week because that's the one where we spoke about the scope of adjusting the uh oh wait, there we go. Notes, transcripts attached. Let's just quickly see. Uh yeah, that's the 5th of November one. Okay, perfect. Okay, sorry. I just want to take all of this out and ask the question, what is the scope of um this? My apologies. I won't be too long.

Kiyasha Singh: Okay.

Justin Germishuys: Um it's just I have a feeling that you you might have done too much.

Kiyasha Singh: Okay.

Justin Germishuys: Um what is the scope of adding cyborg habit um CI/branding to the deck and let's see what happens.

00:24:10

Justin Germishuys: What's going on here now?

Kiyasha Singh: Because um if I was supposed to change the colors then the only that would be the only difference that I really made apart from the changes to the content.

Justin Germishuys: Um, yeah, change the colors back. It just said add the Stride Shift logo to the deck. Add relevant content about Stride Shift and add content about cyborg habits as relevant. And if you've already done that, the deck itself is for a short onboarding session that will cover welcome and context, program overview. So I think it's important that they keep the Ned Bank brand from my perspective. Um, also based on the transcript, they said just add the drives shift logo, but because it's an a document for their internal use, I don't think they gave us a they didn't intend to give us a template that we turn into a cyborg habits branded presentation.

Kiyasha Singh: Um, do they do they say anything on page page seven that is just blank and it says getting started cuz it came blank so I've left it blank and I'm not sure if I was but if you

00:25:19

Justin Germishuys: That's my that's my take on it. Um, not not just add the logo.

Kiyasha Singh: said that I'm only supposed to add the logo then yeah

Justin Germishuys: It says in terms of colors, it says add Stride Shift logo to the shared slide deck. add relevant content about stride shift which you've done and then add relevant content about stride shift. So that's our company stride shift. So have you done that?

Kiyasha Singh: No, I've only added information about cyber habits.

Justin Germishuys: Okay. So um so add stripes shift logo. Cool. You've done that. Then add relevant content about stride shift. So, you're going to have to just say very briefly um who stride shift is. And then you need to add um anything relevant about cyborg habits um which you've done. What is cyborg habits? An e-learning platform designed to change behavior, not just teach theory. Uh it's not just teach theory. It doesn't teach theory. It doesn't even teach theory. So uh you can leave out the not just teach theory just cut out that.

00:26:51

Kiyasha Singh: Uh the proion needs to be updated as well.

Justin Germishuys: Yeah. Okay. If in that case over 3 weeks participants spend 10 um participants spend 10 minutes daily spending practic or building practical habits that embed AI into their workflow. focuses on developing the seven habits of highly effective cyborgs through consistent, manageable practice that drives real adoption. Um, okay, that's cool. Um, so basically what you want to do is turn the colors back to that and then maybe uh add one slide on who um on what um Stride Shift is.

Kiyasha Singh: Okay.

Justin Germishuys: And then as for getting started um not 100% sure what should go in there. Um, so let's just quickly see.

Kiyasha Singh: Okay.

Justin Germishuys: Um, look, in that session, I'm going to say, look, what's going to happen is tomorrow you're going to receive an email that takes you to the program. You're going to watch the intro video and you're going to um do the survey, the pre-ervey, and then everything's going to kick off from Monday off. That's getting started.

00:28:32

Justin Germishuys: But I don't think you need to. Uh if you're going to write anything under getting started, do that.

Kiyasha Singh: Okay.

Justin Germishuys: Uh but I don't think you need to. Um unless um what's this?

Kiyasha Singh: Yeah.

Justin Germishuys: Oh, there's a demo. Okay. Yeah, that's fine. Cool. Um yeah. Uh next steps. Um, if you say anything at all, it'll be um you'll receive a you'll receive daily emails inviting you into the system. And each day you will on day one, you will um watch the introductory video and complete the survey. And from there on out, you'll be doing two 10-minute daily or two challenges per day. But again, don't really think we need all that. Maybe put it in and then we can choose to cut it out before Wednesday.

Kiyasha Singh: Okay.

Justin Germishuys: When does this slide deck have to go back?

Kiyasha Singh: Okay. I'm not sure. I was just trying to get this this out by today at the latest distraction.

Justin Germishuys: Okay. Okay. So basically the only thing that's really missing is just like a page on whose drive shift is. Yeah. And like a one paragraph. I think we already created that for the the pamphlet two weeks ago. So I think we have something like that.

Kiyasha Singh: Yes.

Justin Germishuys: All right. Cool. Then I think we're in a good space. Uh tomorrow I will share all those other challenges with you and we can get those images sorted.

Kiyasha Singh: Thank you. Yes. Okay. Thank you. Yes. Thank you.

Transcription ended after 00:30:37

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