

#165

COMPLETE

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Page 1: ALL CANDIDATES: Welcome

Q1

Your information

Name	Angela Kugler
Email Address	AngelaKuglerforKenmore@gmail.com
Phone Number	14257654243

Q2

Yes

I have read instructions at the top of this page

Page 2: ALL CANDIDATES: Campaign Contact Information

Q3

Campaign contact information

Candidate first name	Angela
Candidate last name	Kugler
Campaign email	AngelaKuglerForKenmore@gmail.com
Campaign website (optional)	www.angelakugler.com

Q4

Respondent skipped this question

Candidate name pronunciation (optional)

Q5

Candidate pronouns (optional)

She/Her/Hers

Q6 Respondent skipped this question
Campaign Manager information (optional)

Q7
Campaign Treasurer information (optional)

Treasurer first name **Janet**
Treasurer last name **Miller**

Q8 Respondent skipped this question
Campaign Consultant information (optional)

Q9 Respondent skipped this question
Other Campaign Contact information (optional)

Q10 Respondent skipped this question
Other paid staff or full-time volunteers (optional)

Q11
Additional Campaign contact information (all optional)

Facebook Page (campaign) <https://www.facebook.com/Angela-Kugler-for-Kenmore-City-Council-Position-3-100350322202273>
Instagram <https://www.instagram.com/angelaforkenmore/>
Twitter <https://twitter.com/AngKugler>

Q12 Respondent skipped this question
URL to Headshot (optional)

Page 3: ALL CANDIDATES: Yes / No Questions

Q13 Yes
Are you a Democrat?

Q14

Yes/No Questions

	Yes / No / Qualifie d
Have you ever been a member of another political party?	No
Have you ever been found in violation of a Public Disclosure Commission, Federal Election Commission, or Seattle Ethics and Elections Commission regulation?	No
Do you have a code of conduct for staff and volunteers?	No
If you have paid campaign staff, would you support them joining a labor union?	Yes
Is there anything from your past that might hamper your success as a candidate?	No
Do you support employees of your jurisdiction (e.g. your city's employees, the Port's employees, etc.) exercising their collective bargaining rights without fear of retaliation; including the right to bargain and strike for better working conditions and pay?	Yes
Are you willing to have yourself, your staff and your peers undergo training to understand and combat institutional racism and implicit bias?	Yes
Are you willing to have yourself, your staff and your peers undergo training to understand and combat sexual harassment?	Yes
Will your campaign be accepting contributions from corporate fossil fuel PACs?	No
Will your campaign be accepting contributions from corporate pharmaceutical PACs?	No
Will your campaign be accepting contributions from corporate health insurance PACs?	No
Will your campaign be accepting contributions from corporate building industry PACs; including the Building Industry Association of Washington (BIAW) and National Association of Home Builders?	No
Will your campaign be accepting contributions from police guilds or sheriffs' organizations?	No
Will you denounce contributions that you don't support from companies who support your campaign anyway?	Yes
Have you previously participated or will you be participating in a candidate training program like Institute for a Democratic Future or Emerge?	Yes

Q15

Respondent skipped this question

For any yes/no questions you answered "qualified" please explain:

Q16

Please describe your background (education, employment, community and civic activity, labor union affiliation etc.)

Angela Kugler grew up in the D.C. metro area and moved to Kenmore in 2012 with her husband and two kids. She began her career as a middle school teacher and then moved into higher education, where she's worked for over 18 years at the DigiPen Institute of Technology, currently as their Senior VP of External Affairs.

Angela earned a BA in English and Secondary Education from James Madison University and an MBA from the University of Washington. She is also a graduate of Leadership Eastside's Adaptive Community Leadership and Executive Insight programs.

Since moving to Kenmore, Angela has sought out ways to contribute to the community by serving on the Planning Commission as Vice Chair, volunteering as an advisor to the Kenmore Business Incubator, and helping advocate for Bus Rapid Transit along 522.

Q17

Please describe your history of involvement (if any), with particular emphasis on the last five years, in local, regional, and/or state politics.

In the past five years, my involvement has been somewhat limited. I've served on our local Planning Commission, helped voice support for democratic candidates, and helped advocate for local issues that were important to me or my community on topics such as bus rapid transit along 522 and a review of our local police use of force policies/practices. The past three months as an appointed Councilmember is my first official capacity in local politics.

Q18

Please describe the progress of your campaign and goals. How do you plan to win?

This is my first time running for election. I participated in a candidate training program through Wellstone many years ago and a more recent day long program with the National Women's Political Caucus for Women of Color. I've received a wealth of advice and offers for help from current Councilmembers both within Kenmore and neighboring cities. I've developed an initial timeline, am identifying an official "kitchen cabinet," have hired a seasoned Treasurer, have a back account, and several other deliverables are in-progress. I am working on executing all of the behind the scenes logistics to launch my campaign publicly and in full force. Knowing that this year may look different for campaigning, I've been reaching out to local groups to introduce myself and learn about their concerns/needs. I've also started fundraising with close family and friends, and I'm in the process of applying for a number of endorsements. I understand that much of my campaign will come down to awareness and support of my values, supported through fundraising, calls/door knocking, and getting my name out there, which I have started in earnest. I know that my City generally votes democratic, and thus this endorsement will support my candidacy greatly.

Q19

What issues do you think deserve more attention from media or elected officials? How would you seek to remedy that through your campaign or when elected?

In general, I feel that our City doesn't receive a lot of media coverage or awareness, and many neighboring residents don't know much about Kenmore either. We're a smaller city both in terms of size and population, and thus, I hope to bring more awareness to some of the great work that we've modeled and the progress that we're making on certain issues relative to other cities in our area. In particular, our Kenmore Love Notes is a really innovative approach to community engagement and service to our residents, our commitment and progress on EDI initiatives, and the amount of public access to local waterways is impressive and supports many Northshore communities. I hope to quantify the results and build relationships with local media to highlight some of the key assets of living in our community.

Q20

How do you plan to involve all residents and engage all communities in the decision making process? How would you work with people who lack trust in our institutions?

I believe that trust is built over time through consistent interactions and relationships; so, I've started to help build trust between myself and residents by truly listening, welcoming residents' input and ideas, responding to their communications, and reaching out to individuals to invite conversations.

I'm active in the community through a variety of initiatives to make sure that I purposely extend my reach proactively and don't just wait for residents to approach me. I've noticed that in a relatively short amount of time, that the individual relationships that I've built helps amplify trust because friends, neighbors, and acquaintances who talk to others and help spread their positive impressions of me. This in turn, encourages others to reach out and speak with me.

For those who lack trust in our institutions, I've tried to show them a new way of doing things. Several residents have been really pleased just to hear back from me or to receive follow-up on an issue that they'd previously raised. I know that I still have my work cut out for me to engage those who may have checked-out and/or avoided our local government. I hope to reach some of these residents as I conduct outreach for my campaign whether in-person, via phone, or by mail.

As a City, our Council approved a DEI budget for training, staffing, and to develop a DEI policy within the city. While DEI is a lifelong process and lens by which to operate, part of the plan will be to develop a community task force to invite diverse perspectives to the table during planning. As a City, we know we need to take proactive steps to build ongoing relationships with key collaborators across all intersectionalities, and to maintain those relationships for sustained improvements in trusting our institutions.

Q21

COVID has increased existing inequities. How will you use your office to support the most vulnerable? How would you promote an equitable recovery and create opportunity for all?

Kenmore operates as a contract city, and we don't have any in-house social services. We refer residents to a lot of services supported by others. Because of this model, I think we lack clear information and data about the needs of our most vulnerable residents. We have a lot of COVID-19 relief funding coming our way, and I think we can do more to assess and evaluate where best to apply those funds. To date, we have contributed previously available funds to small businesses and their owners. This is a good effort, but I believe that there is more need out there. Some ways we could evaluate the need is to solicit input from residents and reach out to churches, schools, and social service providers in the area to hear more about where they're seeing the greatest needs showing up within our community. From there, we could prioritize that list.

Q22

If elected, how will you use your position to address racial inequality, and advance an anti-racist agenda? How specifically would you support the Black Lives Matter movement?

Three years' ago, I was fortunate to be offered a chance to participate in a 10-month course on Racial Equity Adaptive Leadership, which helped provide a more academic understanding about race in America to add to my lived experience as an Asian American. My own personal experiences help me empathize with experiences of discrimination, micro-aggressions, and biases, and my academic grounding helped me understand the systems of white supremacy and systemic racism that has continued throughout our history. This is all to say that I have a very clear understanding of the importance of disrupting this system and centering the voices and experiences of Black, Indigenous, and People of Color in our decision making.

Specifically related to Black Lives Matter, I have helped start-up a chapter of Showing Up for Racial Justice called the Northshore Social Justice Action Group, which uses WA BLM, as an accountability partner. We stay abreast of all of their requests and needs and look for local voices and perspectives to help focus attention on the most prevailing needs within our City.

I hope that our City's EDI efforts will help us reflect and identify policies, practices, or beliefs that may be inequitable or exclusive. Additionally, I've volunteered to serve on the Sound Cities Association Equity Cabinet to help determine some best practices for all member cities to consider implementing.

Page 5: ALL CANDIDATES: Jurisdiction and Position

Q23**County Council**

Position Sought

Q24**Kenmore**

Jurisdiction

Q25**3**

Position number

Page 6: KING COUNTY OFFICES ONLY: Questions for King County Executive and King County Council

Q26

Yes/No Questions for King County

	Yes / No / Qualified
Do you support the Growth Management Act's goals of focusing development and population growth in existing urban centers in order to protect rural land use in rural King County?	Yes
Do you support increased funding for the King County District Court Regional Mental Health Court?	Yes
Do you support requiring King County Sheriff's deputies to wear body cameras?	Yes
Do you support the repeal of Tim Eyman's I-747, which artificially limits property tax increases to 1% per year, regardless of population growth, inflation, or need?	Yes
Have you made any non-trivial donations to Democratic candidates or Democratic party organizations since January 2016?	No
Have you knowingly made any donations to Republican candidates or Republican party organizations since 2000?	No
Do you support reduction of police budgets in favor of social services?	Yes
Would you advocate for the use of harm reduction models in the County's criminal legal system?	Yes

Q27

Respondent skipped this question

For any yes/no questions you answered "qualified" please explain:

Q28

How have you worked to combat climate change and promote climate justice? How would you use your elected office to ensure King County drastically lowers net carbon emissions by 2030 and achieves carbon neutrality by 2050?

In January, our City Council, of which I'm a member, identified Climate Action as our second highest priority. Last year, the City staff took efforts to determine the City's carbon footprint, so that we now have a baseline measure for carbon emissions for all city buildings, assets, and operations.

Now, we are in the process of outlining a Climate Action Plan process to be completed this year to determine where we can lower our net carbon emissions and ensure that we are good environmental stewards of our local resources for current and future residents.

Within Kenmore, we are fortunate to have a very active citizenry involved in environmental issues. I've been jumping in to learn more about a multitude of environmental concerns from wetland restoration, to surface water management, to the impacts that contaminants like dog poop or tires have on our waterways and our fish and wildlife, to learning more about air contaminants and concerns that residents have in our City about air quality. I've also been talking to residents about the importance of retaining trees for carbon reduction and to have a healthy tree canopy in our City. All of this learning has been instrumental in helping me understand key decisions to help our City contribute to net carbon emissions and help achieve carbon neutrality.

As an elected official, I will continue to advocate for development practices that are more environmentally friendly like:

- * reusing existing buildings rather than building from scratch.
- * incentivizing upgrades for existing buildings to improve the efficiency of their heating and cooling, lighting and appliances
- * encouraging building density in the downtown core, providing close proximity to transit
- * supporting alternatives to single-use vehicles like the pedestrian-ferry idea or the Strong Towns approach to development by keeping pockets of needed services within neighborhoods

Additionally, we have a new Environmental Education Research Center opening in partnership with UW Bothell and with the support of companies like Republic Services, which I hope will lead to new, innovative solutions for programming, education, and outreach for visitors to St. Edward State Park. These efforts may be more small-scale, but any help with informing the public to change behaviors helps move us in the right direction.

Q29

King County plays an important role in providing many health and human services, as evidenced in the County's response to the COVID-19 pandemic. What has King County done well in its response to COVID? What would you continue, expand, and change? Do you support increased funding for many health and human services? How would you fund those services - even after the pandemic is over?

Relative to other counties and states, I think King County responded quickly and effectively as ground zero for the COVID-19 outbreak. There seemed to be swift action to advise businesses to have staff work remotely, coordination among King County staff to form industry specific workgroups to share communication in a two-way manner, and a lot of action to support vulnerable populations who were homeless or in shelters.

As the pandemic continued, I appreciated that King County based their decisions on science and data and centered equity in their policy decisions, such as by prioritizing vaccine distributions and geographical locations for COVID-19 test sites. Additionally, I think the support of front line workers by providing free childcare and funding for free testing was a great action.

I think King County and the rest of the country could have required face masks more swiftly. While there was concern about the availability of masks for front line healthcare workers, we knew that masks have always prevented the spread of germs. Additionally, all of the assistance for businesses, rental assistance, eviction prevention were critical for many and would have been helpful sooner. These types of support for renters and landlords may need to be extended and supported through a portion of sales tax until our economy is close to recovery. In the coming months, as more people are vaccinated and more in-person activities resume, I think it's inevitable that there are going to be residual impacts of this experience, resulting in more mental health issues and PTSD. I hope we can prepare to respond to that with State or County level wide services.

Q30

How would you advocate for alternatives to incarceration in the County's criminal legal system? How would you make zero youth incarceration a reality in King County?

I'd like to see a multi-pronged, systemic approach to reforming our carceral system. For one, I'd like to shift fiscal incentives away from incarceration to restorative justice. Additionally, I think we need a local level response system for behavioral health crises that are managed by mental health professionals rather than armed law enforcement officials. I know that Senator Dhingra has proposed such a plan, and I hope to support that at a City level. We currently have a program called RADAR, which provides a limited number of mental health providers who will respond to some police calls along with an armed officer; however, many in our community are asking that we look at another model called CAHOOTS, which provides unarmed mental health professionals.

Locally, I can help advocate for more investments in prevention methods such as a teen center, working closely with the school district to prevent arrests, encouraging the establishment of community-based services, and use law enforcement as a last resort to handling youth crises.

For youth who require confinement, I could work with our public safety department to look at offering smaller homelike facilities with age-appropriate rehabilitation and look at alternatives like supervised release programs, such as home detention, electronic monitoring, day and evening reporting centers, and local treatment programs. Simultaneously, we would need to implement family engagement strategies, reengagement strategies for the youth within the community, and to ensure detained youth receive trauma-informed, culturally responsive, and developmentally appropriate care and services during their detainment.

Q31

What would you do to ensure that businesses owned by people of color have a fair shot at County contracts?

First, I'll need to better understand how our County currently handles contracts, but here are some ways that we can be thinking creatively to make contracts more accessible to businesses owned by people of color in King County.

* If we have long-term contracts, we can break down larger projects into small subcontracts to increase opportunities for new and small businesses to bid. This will also ensure that the same businesses aren't gaining inequitable access to repeat business over other businesses who then don't have a chance.

* Breaking up work into smaller projects may also make it more manageable for smaller businesses to avoid financing issues due to lack of access to some product lines or discounts that come with being a very large company that buys in large quantities

* We can review the terms of our payment policies, so that small businesses aren't having to front the money to pay their employees and subcontractors while waiting many months or longer for their payments.

* We can review our requirements for bonding, insurance, and liability, which could have an exclusionary effect on small businesses or BIPOC owned businesses

* Additionally, we could create a network or ecosystem that supports BIPOC owned businesses by bringing together different stakeholders to support them, such as banks, community development financial institutions/organizations who can provide capital, established business leaders who can provide mentorship or guidance, ethnic chambers of commerce programs to support back-office functions, networking, and advocacy, and perhaps an in-house procurement position that works with businesses that are contracted.

Q32

"Structural racism is not always caused by racist actors – it is caused by institutional arrangements overlaid on historical policies that continue to perpetuate racialized outcomes." - Stephen Menendian How would you use your position to work to dismantle these arrangements including, but not limited to, exclusionary land use policies?

To be able to disrupt the status quo, I believe we need to establish sound policy by having long-term community building efforts and increased representation across staff, commissions, taskforces, and the Council. Having diverse, lived experiences will help to identify existing or proposed disparities from worsening and help us repair the inequities that currently exist. Additionally, I plan to look at everything with an equity, diversity, and inclusion lens.

As an appointed Councilmember, I've had the opportunity to start on this work by helping to set the priorities this year to include Equity, Diversity, and Inclusion initiatives. This included funding a part-time staff position to look at our internal policies and practices and identify our own issues to tackle from within, as well as requests to conduct training, to develop a plan for community engagement, and to develop an EDI action plan.

I also helped prioritize Affordable Housing and Climate Action, knowing that both issues have affected communities of color in a disparate way because of exclusionary land use policies in the past. As the Council and I engage in ways to look for missing middle housing, I could also look for indicators to see if parts of our City have been inequitably invested in. Some examples of such indicators are if there are lower performing schools, if there are residences that are not appreciating as well/quickly, or if there have been more reports of criminal activity.

If indicators show that there was historical under investment or discrimination in certain areas, then we can make sure that appropriate zoning is in place to encourage the improvement of those areas, or that they are prioritized for new infrastructure or parks. Finally, I've been reviewing our criminal justice practices and statistics to see how we might respond to our residents' crisis needs differently instead of responding to all 911 calls with a law enforcement response.

Q33

Respondent skipped this question

Yes/No Questions for municipal candidates

Q34

Respondent skipped this question

For any yes/no questions you answered "qualified" please explain:

Q35

Respondent skipped this question

Our region is growing quickly. How will you ensure that existing residents and newcomers alike have equitable access to affordable housing, public transit, and neighborhood amenities such as parks and schools? How will you protect current residents, and especially our most vulnerable communities, from displacement caused by this growth? How will you provide for and protect those displaced?

Q36

Respondent skipped this question

How have you worked to combat climate change? How would you use your elected office to ensure your region drastically lowers net carbon emissions by 2030 and achieves carbon neutrality by 2050?

Q37

Respondent skipped this question

What specific actions will you take to address the homelessness crisis in King County, both in the short term and long term? How do you plan to implement these solutions?

Q38

Respondent skipped this question

"Structural racism is not always caused by racist actors – it is caused by institutional arrangements overlaid on historical policies that continue to perpetuate racialized outcomes." - Stephen Menendian How would you use your position to work to dismantle these arrangements including, but not limited to, exclusionary land use policies?

Q39

Respondent skipped this question

Jurisdiction Check

Page 8: SEATTLE-ONLY: Questions for SEATTLE-ONLY municipal candidates

Q40

Respondent skipped this question

Yes/No Questions for Seattle municipal candidates

Q41

Respondent skipped this question

For any yes/no questions you answered "qualified" please explain:

Q42

Respondent skipped this question

What actions would you take to address homelessness? Please consider addressing land use, revenue, regional collaboration, the role of social services, the role of the police and justice system.

Q43

Respondent skipped this question

Seattleites are divided on how to fund and what to fund within police work and public safety. How would you help bring the community together and adjust the Seattle Police Department (SPD) budget as needed? By approximately what % would you adjust the SPD budget?

Q44

Respondent skipped this question

How will you prioritize transportation infrastructure for biking, pedestrians, transit, commercial vehicles, and cars? Which do you view as most important to prioritize funds for?

Q45

Respondent skipped this question

Do you support utilizing Seattle's newly granted authority to implement a 1% flat income tax?

Page 9: PORT ONLY: Questions for PORT Candidates

Q46

Respondent skipped this question

Yes/No Questions for port candidates

Q47

Respondent skipped this question

For any yes/no questions you answered "qualified" please explain:

Q48

Respondent skipped this question

As the Port recovers from the economic impact of the pandemic, how will you use your position to ensure that future growth and activity among tenant operations is inline with limiting climate impacts and encourage environmental stewardship to be a good neighbor and steward of our environment? How would help alleviate today's present and real issues, specifically homelessness?

Q49

Respondent skipped this question

Since the pandemic and recent trade tariffs, the Seaport and Airport revenue and user statistics have plummeted. However, their capital investment was based on previous growth trends. As Port Commissioner, how will you help the Port to address these new economic realities?

Q50

Respondent skipped this question

The Port has operations and activities on tribal and indigenous land. How would you use your position to elevate indigenous people and encourage more equity and opportunity for BIPOC Communities? Give us some specific examples of your plans in this aspect. How would you handle your approach to women-and minority-owned businesses.

Q51

Respondent skipped this question

Considering the health impacts and socio-economic ramifications of increased airport activity, how would you balance the future growth of SeaTac airport with the interests of the residents of airport-adjacent communities?

Page 10: SCHOOL BOARD ONLY: Questions for SCHOOL BOARD Candidates

Q52

Respondent skipped this question

Yes/No Questions for school board candidates

Q53

Respondent skipped this question

For any yes/no questions you answered "qualified" please explain:

Q54

Respondent skipped this question

How has the pandemic changed your perspective on educational equity? What will you propose to address the educational consequences of the COVID pandemic? What specific policies will you seek to ensure that all staff and students can safely return to in-person school safely during the COVID pandemic? How will you work to bridge the digital divide both now and after return to in-person education?

Q55

Respondent skipped this question

What policies or changes will you seek to ensure that all students— regardless of their gender, race, class, disability, or ethnicity—receive an education that enables them to reach their fullest potential? What would you do to advance anti-racist and indigenous curriculum? What do you see as your role in disrupting the school-to-prison pipeline?

Q56

Respondent skipped this question

What should schools and school districts do to support the physical and mental health of all students; including LGBTQ+ students and students with disabilities? Please provide specific examples. Also, what actions would you take to remedy student access to and pay inequity among school nurses, paraeducators, and school office staff?

Q57

Respondent skipped this question

What would you do to advocate for ample and equitable funding for k-12 education including special education, school nurses, counselors, mental health professionals, and paraeducators?

Q58

Respondent skipped this question

Has the disruption of regular schooling and introduction of distance learning in the last year caused you to re-evaluate any aspect of traditional instruction and the structure of schooling? Are there changes you would like to see implemented?

Q59

Respondent skipped this question

Have you served full-time or pro-tem as a judge or justice?
What did you learn from that experience and how will you use that learning to help improve equity and fairness in the justice system?

Q60

Respondent skipped this question

How have you helped tackle climate change issues from within your courtroom daily activities to an overall sustainable plan?

Q61

Respondent skipped this question

How has COVID-19 experience changed your perspective/behavior/actions on access to justice within your courtroom?

Q62

Respondent skipped this question

How would you advocate for more equity in our State's justice system? How can we make it more open, transparent and responsive?

Q63

Respondent skipped this question

How are you going to make sure you don't allow bias (including, but not limited to, racial bias) while serving on the bench and/or in the courtroom?

Q64

Respondent skipped this question

Do you believe judges can be biased and if so in what ways, please provide examples?

Q65

Respondent skipped this question

Do you see addressing bias and racial disparity in the court system as activism? Why or why not?

Q66

Respondent skipped this question

Do you think that judicial training focused on racial competency is activism? Why or why not?

Q67

Respondent skipped this question

Do you think racial disparity exists in the court system and more specifically on the bench?

Q68

Respondent skipped this question

What will you do as a judge to eliminate and mitigate bias on the bench?

Q69

Respondent skipped this question

What committees, commissions, workgroups do you currently or have previously served on?

Q70

Respondent skipped this question

Have you received or are you seeking political or financial support from any police officer, police guild/union or elected law enforcement official?

Page 12: ALL CANDIDATES: Submit Questionnaire

Q71

I, candidate, affirm that all the information provided in response to this questionnaire is true, complete and correct, to the best of my ability, and that no relevant matter has been omitted. (Use Prev and Next buttons to review.)

Candidate full name (as signature)

Angela Maria Kugler

Date

05/05/2021**Q72**

Candidate

Information in this questionnaire was input by:

Q73

Respondent skipped this question

(If information input by someone other than candidate) I affirm that all responses were reviewed and approved by the candidate. (Use Prev and Next buttons to review.)

Q74

Share with King County Democrats

King County Democrats may post this questionnaire to a password-protected folder for access by King County Democrats Endorsements Committee members and Executive Board.

Q75

Share with LD Dems and YD Endorsement Committee members

King County Democrats may share this questionnaire to a password-protected folder for access by members of the Endorsements Committees of Legislative District (LD) Democratic organizations and Young Democrats (YD) organizations.

Q76

(OPTIONAL) Share with PCOs and/or Members

Democratic organizations overlapping the jurisdiction of my campaign whose rules require sharing questionnaire responses to Precinct Committee Officers (PCOs) or Membership may share this questionnaire with those groups.

Q77

(OPTIONAL) Share with Public

Respondent skipped this question

Q78

Email Copy

Please email a copy of my completed submission to the campaign email address. I understand it may take 24-48 hours (or more) for my completed submission to be emailed.
