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And it's going to take the new person some time to get caught up. And in the process, we're still getting these appointments long after they've already begun to serve. If you'll notice...maybe you don't have it right in front of you, but these appointments were actually made last July. And now we're some eight or more months later approving someone who's been serving in the capacity already. That doesn't seem appropriate to me. In addition to that, we have these people being recruited by the Department of Environmental Quality to serve in these functions. I'm going to talk more on that when we get to the more recent confirmations that will come up at another time. You can rationalize and say that it's okay for NDEQ to recruit these people because they know who would do a good job in serving and who would be appropriate to serve. But there has to be some kind of arm's-length distance, at least, between somebody who is serving on the board of NDEQ and the staff of NDEQ. It seems to me that it doesn't look good to the public to have appointments being handpicked by the regulatory agency, and then those handpicked people representing the actual industries that are regulated, and those people setting the standards for what the regulations entail, setting the rules and regulations and, on top of that, narrowing the recommendations for who's going to be the director of the agency to the Governor. So I continue to see several issues that I think are problematic in the process, I'll go back and elaborate, the first one being, I'm hopeful that the boards and commissions process and our getting the recommendations sooner will take place, as that backlog gets caught up, and that these people won't have to actually begin serving in their capacity months, months before this body ever takes a position of approval on those individual people. I'm not continuing to be critical. I'm giving that process time. But I would note that the application and information from these people, even though they were recommended back in January, we did not get until just a couple of days before the hearing. If they were put forward as nominations in January, then at least, at the very least, a week before we had our confirmation hearings we should have had the opportunity to have this information, so the committee members could have given more scrutiny, had a greater opportunity to ask questions, to know what the questions might be to ask. So on all of these confirmations, I think each committee needs to have that.