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is a company out of Texas that a friend of mine represents that I have been urging to consider looking at Nebraska for some time, and we've had cordial conversations but not intense conversations. In Texas, they do not have an income tax and so they are trying to come up with billions of dollars at the state level to take over the cost of education, K-12 education at the state level, so in their house there was legislation introduced to create a surtax on this particular industry. Everyone was in an absolute lather about it, except for people who understood that it was done mostly symbolically and it was not going to stick. This particular kind of surtax was not going to remain in effect, but it was passed by the house. And the company took it, even though they knew that it was not going to stay there, took it as a real slap in the face and they have, since that time, began having discussions with us in Nebraska somewhat more in earnest. And so it's easy to see how our policies can make a real difference with companies in their belief that they are appreciated, needed, and if we slip up, if our incentive legislation isn't quite there, if we make some move that is seen as being retaliatory towards a particular industry, there are individuals, there are site selection individuals and economic development people from across the country, that are more than willing to get quite aggressive in their recruitment of these companies to...away from Nebraska. We are in a very competitive environment and our tools must be as competitive as possible, but also as varied as possible. We have to have economic development incentive legislation that works in the big cities for big companies, but also that works in...for small companies. We have to have economic development legislation that works for existing companies, as well as in recruiting companies. It's a very delicate mix and I think that the Revenue Committee has worked very hard to come up with something that addresses all the different components, that there are pieces there. I'm particularly interested in the piece that allows for some incentives for companies that create telemarketing jobs, in-bound telemarketing jobs, in small, very small communities or from home because a lot of those jobs can have a huge impact in rural areas and in small communities. And so I'm glad that...

SENATOR CUDABACK: One minute.