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[00:00:01] **Speaker 2** We're rolling. So whenever.

[00:00:03] **Speaker 1** All right. Agreed.

[00:00:04] **Speaker 2** Yeah. And then just don't talk.

[00:00:05] **Speaker 1** Right?

[00:00:06] **Speaker 3** Oh, yeah. Just looking. Yeah. Okay, can you just start by spelling your name and saying your job title?

[00:00:10] **Speaker 1** Sure. So Jessica Peterson m e d e r Sohn. And I'm a partner at the law firm of Stafford Rosenbaum.

[00:00:19] **Speaker 3** Awesome. And then why do you consider yourself a partial client?

[00:00:22] **Speaker 1** Because I came up here from Texas after living in Texas for 16 years, spending the last 12.5 of those in Austin, which is a great city. I love it. Everybody wants to be there, right? But I could not handle the heat. And if you talk to any of my friends there, they will tell you. I complained at six months out of the year about the heat, and I hate the heat to this day with a passion, and so I just couldn't handle it. I was originally from the Midwest, so you know, I was trying to get closer to family too, but I could not stand that heat any longer.

[00:00:55] **Speaker 2** And then actually one second, sorry. The second I'm like, is this like, we just took it to the side because I was going right on the.

[00:01:02] **Speaker 1** So let's see. Can I put it lower? Will that work or not?

[00:01:05] **Speaker 2** That should be okay.

[00:01:06] **Speaker 1** If I put it down there. Okay.

[00:01:08] **Speaker 2** Let me just make sure the sound is doubly.

[00:01:10] **Speaker 1** Sure and we can start over if you want.

[00:01:12] **Speaker 2** I don't.

[00:01:13] **Speaker 1** Know. Is that okay?

[00:01:15] **Speaker 2** Yeah, that sounds good.

[00:01:16] **Speaker 3** Okay. Should I ask those questions again?

[00:01:18] **Speaker 2** You can ask the first one again just in case. Yeah. I don't think it's.

[00:01:22] **Speaker 1** I do love a continuity game. Right.

[00:01:24] **Speaker 2** Thank you.

[00:01:27] **Speaker 3** The why do you consider this?

[00:01:28] **Speaker 1** Yeah.

[00:01:29] **Speaker 3** Okay. So why do you consider yourself a pro?

[00:01:32] **Speaker 1** So I moved up here to Wisconsin. From Texas, from Austin. I lived there for 12.5 years. Austin is a great city. Everybody in the world wants to be in Austin. And I loved it a lot. I had a good job at a law firm there, but I hated the heat. And I basically for six months out of every year that I lived in Texas, 6 to 7 months, depending on the year. I complained about the heat nonstop, and I was originally from the Midwest, so I do. I wanted, you know, to move back closer to family as well, although I'm still quite a ways away from them. But I had to get out of Texas. I just could not handle that heat.

[00:02:08] **Speaker 3** And then how long ago did you move to Wisconsin and tell me about making that decision?

[00:02:12] **Speaker 1** So we moved, 12.5 years ago, in part, my kids dad wanted to, well, he wanted to get his PhD. And I basically said, you know, we need to do it either Minnesota or Wisconsin because I can't live in Texas any longer. But it was actually kind of perfect timing to the we left in August of 2011, and it had been one of the many, many summers of record breaking heat. I mean, I lived through a lot of record breaking heat down there, which is why when people kept telling me, Jessica, this isn't normal, I'm like, all right, well, this is a new normal, right? But the August that we left, it was so dry and so hot that there were wildfires actually encroaching on Austin as we were leaving. And the berms on the side of the highway would basically almost spontaneously. I mean, it's probably a hot bit of metal or a cigaret would basically just light up and burn the berms on the side of the highway. So as we were driving down the highway, it was literally just scorched earth. That's how bad it got. So yeah, it was a very good time to leave.

[00:03:15] **Speaker 3** Well, and then, you talked about like, just urban heat and your core body temperature moving up. Can you expand that on that?

[00:03:21] **Speaker 1** Yeah. I think now about some of the complaints I made when I was down there. I just didn't have the language yet is like in Dallas when we lived there first Dallas and the city proper, you know, it was all paved, right? We leave our apartment and you're on a paved, parking lot, you know, then you drive on one of the many highways to a mall or restaurant and it's all paid. And so I would talk about that, about just how that heat was coming at you from every angle. It wasn't just the sun, but it would radiate out from this pavement so that now, of course, looking back, that's an urban heat island effect. But at the time I didn't have that language. So that was kind of what I saw in Dallas and then in Austin. I mean, back to that six months of me hating the heat. I would come into my air conditioned office work eight, nine, ten hours in my air conditioned office, and I would be hot and sweating the entire time. And now, looking back, I wish I'd done one of those tests, where they can check, you know, your core body temperature can actually raise. And I think that was during the spring, summer and fall and Texas. My core body temperature was raised because there was never a break from it. I would try to walk our dog at 10:00 at night to get a break from the heat, and it would still be 90 degrees outside. So yeah, my body just never had a chance to cool down. And that is one of the dangers with extreme heat. And I had the privilege of being in an air conditioned office all day, but for a lot of people, they don't get that, break even with the air conditioning in their office or in their home or in their cars. They don't get that. And so their core body temperature just keeps raising until it gets to dangerous levels.

[00:04:55] **Speaker 3** And then how are you adjusting to the climate here?

[00:04:57] **Speaker 1** It is. Fine. Again I'm. My bias. I'm from very far north in Minnesota, so I still think that Madison overall is, you know, pretty far south. So the weather does not bother me. The thing I dislike the most is kind of the winter fluctuations. We get here at the ice because I'm clumsy and the ice is my greatest enemy. Besides heat. Heat and ice are my great enemy. So I kind of miss, you know. What do you get up north? Although even in northern Minnesota, you don't have as consistently cold a temperature anymore where you just have snow all winter long. You can have the freeze thaw experience up there and freeze thaw. It can be very dangerous to individuals and to structures.

[00:05:38] **Speaker 3** And then can you tell me about some of the activities you enjoy in Madison.

[00:05:42] **Speaker 1** Madison and Wisconsin? I am a huge fan of Wisconsin State Parks and also like Dane County and the local parks here too. But I mean, Wisconsin is so pretty. The Driftless Region is one of the most amazing things in the world, so I love to kayak wherever I can here. But really my favorite thing is hiking. I'm trying to hike as many of the state parks as I can. When the kids were younger, they would go with me. Now they're too busy with their own things. So they don't like doing that. I also love I have to tell you, my daughter, when we first moved up here, you know, Wisconsin has so many beautiful trees, and we came up in the fall and had the beautiful fall foliage. My daughter was only four, and I kept pointing out all the pretty trees until she told me that I had to stop pointing out pretty trees to her. But I still love pointing out all the pretty trees in Wisconsin. I love Wisconsin, it's so beautiful.

[00:06:31] **Speaker 3** Awesome. Thank you. And then what got you interested in the topic of climate resilience? You mentioned like a major infrastructure. Well, yeah.

[00:06:38] **Speaker 1** So I've been a business litigator for 22 years now. And you know, and then in the past 12 I really started doing a lot of construction related litigation. You know, I knew climate change was important. I knew there were lawyers who were doing things. But I never thought in my practice that there would be anything I could do related to climate change. Until I had a major problem. There was an infrastructure project that had some serious problems with it. Basically, right as it was supposed to be all done, there were issues. They had to shut it down. They had to redo it as a multi-year process that impacted, you know, the residents of that area caused problems for the cities and the Dot that were sponsoring it, and working with engineering experts and trying to figure out what had caused these problems. My engineers had said, well, you know, now we're seeing more fluctuations in groundwater table levels, especially in the Midwest, as we have while there swings and flooding and droughts. And so he said, this could actually be climate change related. And that was literally like an epiphany for me. Because I realized climate change, I think there are a lot of people who recognize that climate change is important, but addressing climate change can be expensive, especially in the built environment, trying to address it in different ways. And so one of the things that I realize is a lot of my clients like to tell me that, you know, they don't like lawyers and they don't want to hire lawyers. And I'm like, I get it. If you bring me in, there's a big problem and it's going to be an expensive fix. So what I've started doing and I write and present in our podcast on this is talk about how you can incorporate resiliency into the built environment, into your infrastructure, infrastructure projects, into your, home development, into building, corporate offices. So that way, as our weather becomes weirder and more extreme, the built environment can withstand those things. And so you don't end up with lawsuits because of problems during the construction process or because of problems afterwards. And so it's actually a way cheaper to acknowledge and evaluate the risk of climate change and how our weather is going to be changing. It's way cheaper to address that up front rather than after the fact. And I have whole presentations where I explain how expensive construction litigation is and why it's much better to address it upfront. So I'm trying to talk myself out of a job.

[00:08:57] **Speaker 3** And then how does climate impact our built environment?

[00:09:00] **Speaker 1** It can vary depending on where you're at. Right. And that's one of the challenges is a lot of people think about sea level rise. And that's kind of an obvious issue. I mean, they're literally homes are falling into the ocean. There was just a story out of Massachusetts where some, homeowners that had beachfront property in Massachusetts spent, I think, like half $1 million to ship in sand to try to prevent the beaches literally right in front of their houses from eroding. And the water took that sand within three days. So they're obviously building to address. Sea level rise is one unique challenge. I think a lot of people in the Midwest think, well, we don't have sea level rise, so we don't need to worry about this, but what we're having instead, one of the biggest risks the Midwest is going to face is flooding. And flooding can do massive damage, obviously, to the built environment, not just basements, but first floors. It can actually, you know, impact the foundations. It can impact the land on which of the, the building is built. So flooding is a big issue. You drought and making sure that we have basically access to clean water is going to become a challenge, even in the Midwest, where again, we have the Great Lakes, we have rivers, we have aquifers. We think we're going to be fine. But even that which is not for an individual building so much. But when I think about the built environment being more of communities and making sure that everybody has what they need, even that access to groundwater is going to become an issue. High winds, high rains are also going to become a bigger problem. And again, there are different standards, but a lot of people will build buildings that are resistant to rain but are not actually built to withstand like a high wind and high driving rains. So those are some of the major issues we'll, face here. Plus ou, as I mentioned before, to freeze thaw damage, a lot of our systems can handle, like winter coming on there being a freeze, and then things fine in the summer. What can be really destructive to the built environment, especially concrete, for example, is cycles of freeze thaw. I mean, we all know, you know, if you have water that can seep into a rock and it freezes it strong enough to crack apart the rock, and that same thing can actually happen with the built environment too. So having these cycles where we get cold and then we warm up and then we get cold again, is much more damaging to our built environment than just getting cold, staying cold and then springtime coming and everything warming up.

[00:11:22] **Speaker 3** And how can we adjust our built environment to adapt to these impacts?

[00:11:26] **Speaker 1** There are lots of things we can do. Some of the things are very simple, basic things. For example, with regard to flooding, a lot of companies and businesses want to keep their electronic systems, servers, things like that in the basement. They don't want to take up nice real estate with windows, putting in servers in there or anything like that. But because of the flooding risk, you actually want to elevate important electronic systems, you know, technological systems. You want to put those up on the second or third floor or somewhere else. So that's kind of a basic, easy thing that you don't need to worry too much about. A lot of it is actually looking to the most modern building codes, like people don't realize. Here in Wisconsin, for example, the the state implements the building codes, and local municipalities are not allowed to change them. And we still are relying on the 2015 building codes, which means that we're not using the most modern building codes that are looking both at the, the weather up today and starting to incorporate the weather of the future. So even just again, building a little bit stronger structures, possibly to withstand the heavy winds, building both thinking about where you're building and how you're building to address a flooding risk, even just changing the mixture of the concrete, for example, to be able to, withstand the driving rains as opposed to normal rainfall. So it does it is a little bit dependent, which is why I always tell people that before you start any build project, you need to think immediately at the beginning about what are the risks we face in this particular area, and then assign responsibility for addressing those to the appropriate party. Usually that's a combination of the architect and the engineer need to be thinking about what needs to be changed, because the way we've always built buildings here isn't going to work in the future. But then you also need the contractor to be involved, because it can also impact how the actual building process works. Right? We have to make sure that we're protecting the project and construction workers from that risk of flooding, from that risk of extreme heat, that sort of thing, as they're building the project.

[00:13:30] **Speaker 3** And then can you talk to me about the Community Sustainability Task Force?

[00:13:33] **Speaker 1** Yeah. So this is a group I've been involved with since I moved here, to this law firm. And it's a great group of individuals from around the state. It's driven, of course, by the University of Wisconsin, to talk about how we can help our communities. A lot of the focus is more on the sustainability side, which is more about, reducing our impact on the environment. But I also worry about and we talk about how to also make sure that the environment doesn't hurt our communities too much. Right. And so it's great because it's a group of individuals in all sorts of different jobs from around the state. And we're really just trying to figure out we're still in like kind of starting phases of trying to figure out what we can do to contribute to the conversations and the work that is going on at a lot of levels here to help make our communities, sustainable and able to thrive over the next, you know, multiple decades as climate change impacts get worse.

[00:14:28] **Speaker 3** And then what kind of questions are you guys asking?

[00:14:31] **Speaker 1** We're really talking right now about trying to evaluate because Wisconsin does cover so many different people, right? You've got these urban centers like Madison and Milwaukee. You obviously have lots of farming and very different types of farming across the state. You've got Native American tribes, you've got people who are far up north, where, for example, they were their tourism industry was really hurt this year because of the lack of snow and ice. So what we're trying to understand right now are. What are the most pressing concerns that these different groups have, and how do you communicate to them to. Because unfortunately, this climate change issue tends to get political really quickly. Which is unfortunate because it shouldn't be.

[00:15:14] **Speaker 3** And then can you share any key takeaways you might have learned from the new taskforce?

[00:15:18] **Speaker 1** Right now, like we don't have official key takeaways. For me, it's been a real education because while I grew up, in a farming family in northern Minnesota, outside of that family, you know, I'm not talking a lot to the different big farms, for example, here in Wisconsin, about how they're addressing climate change. But one thing I do know, in talking to other members of the community who work with the DNR or who are county extension officers, is that again, back to that politics. For a lot of parts of Wisconsin, if you say the word climate change, they'll just cut you off. But I know coming from a farming community, nobody pays closer attention to the weather than farmers. And my dad, for example, can tell you about the birds and the changes in his 75 years up on the farm. And I know the farmers here have seen those changes, too. So we can talk about changing weather, having to adapt to things, but you just can't use that word climate change because that just shuts people down. Which is unfortunate, because all we want to do is help everybody thrive.

[00:16:18] **Speaker 3** You hear about a farmer.

[00:16:20] **Speaker 1** He is no longer a farmer. He was a farmer, back in the day. Yeah. And he still lives actually on the family farm, but. No. Yeah.

[00:16:29] **Speaker 3** And then how was your experience as a partial kind of migrant and, like, your perspective on climate change?

[00:16:34] **Speaker 1** So it's very interesting, coming here to Wisconsin from Texas again, you know, some similar politics, some different politics, very different environment. But what I see here is that it's it amazes me, actually, people still are talking about moving south. For example, they complain about the cold here and they want to move down to Texas or Arizona or Florida. And I still see people moving to Austin and I'm like, I get it, Austin's a great town, but oh my gosh, like the writing is clearly on the wall there, right? I mean, there are experiencing even the extreme freezes. They have serious drought issues, wildfire issues, extreme heat issues. So what amazes me is how people up here, it seems like one thing they share in common with Texas is even people who believe climate change might be a problem really seem to think it's just a coastal problem. And as long as you're not worrying about sea level rise, you don't need to worry about it. So even people who you know want to minimize their carbon footprint or something like that still want to move to Florida. And I like, like rent down there if you want, but do not give up your property up here. So it is kind of interesting how so many people still don't seem to realize the risk. And meanwhile, I am so grateful every single day coming up here. That is not extremely hot that water wise, we are still in a much stronger position than in Texas, for example. I mean, I never wash my car when I lived in Texas just because I'm like, that is a waste of water in this state, cannot afford to waste any water. I still don't wash my car here much either, because I still worry. But I worry less about the water up here than I do in Texas. You know, I worry less about the heat, all of that.

[00:18:13] **Speaker 3** So thank you. And do you have any advice for others who might move because of climate change?

[00:18:19] **Speaker 1** Yes. First of all, I will say there are businesses now who their sole purpose is to help real estate investors, private equity, hedge fund people of course, identify areas where the real estate is not expensive right now, but is going to become more valuable because of climate migration. So part of what I tell people when they're looking to move, especially as climate migrants, is think about that. I mean, if you have the ability to buy property, this is an investment. There are real estate kind of investors realize that the whole Rust Belt, for example, while still rather depreciated from a real estate perspective, is going to become more and more valuable. So think about that. But one of the big challenges too, and I talk to people here, is you also have to not just say, I'm going to move to Wisconsin because it's a beautiful state and they should, but also we need to be looking at our, our cities and communities preparing even here, both for our future climate challenges and for the fact that we may start getting large influxes of people. So not only do we have to be worrying about keeping our current community safe as a climate changes, but also making sure that we can handle, you know, large groups of people coming in. So that's something people need to be thinking about. If they have the privilege, just kind of pick a spot based on where do I think, you know, they'll be able to handle climate migration the best. You would want to look for those communities that do have that forward looking in that kind of perspective on all of this, not just that they're good today, but that they're aware that they need to be preparing for tomorrow.

[00:19:53] **Speaker 3** And then on the city side, do you think there's anything we can be doing to prepare for climate migration for years?

[00:19:59] **Speaker 1** Yes. So one of the big challenges is infrastructure obviously. Right. And land use. So communities need to be thinking both about how flooding in, for example, is going to be impacting areas that previously you may be able to develop that there wouldn't be a problem. But as flooding becomes a bigger and bigger risk here, do communities need to be thinking about areas where they can basically create a sponge, which I love? Atlanta has done this. Hoboken, Hoboken, I can never say that name. New Jersey has done this. They've identified areas that 50 years ago never got flooded, but now more often are getting flooded. So what they're actually doing is in some cases, they're taking away developments and saying these are low lying areas that could get flooded. We're going to direct flood water to them and use land, other places for development. So we both need to be thinking about how we can make sure our infrastructure can support new people coming in, you know, water, wastewater, stormwater runoff, electricity, all of that. But we also need to be thinking about how as we're bringing in more people, we can also adjust even how we're currently living. So that way the future climate doesn't impact anyone. And so that's a real challenge because infrastructure in particular is a major sunk cost. It's very expensive to put in stormwater pipes. So it may be hard to say this development where we've invested all this money, for example, putting in all this stormwater sewer systems, all of that, that maybe long term, this is not an area that we should continue to develop because there are low lying areas. And so we need to shift our focus. So trying to get away from some of that sunk cost mentality that humans are very big into is why spend a bunch of money here. So I'm stuck and I'm just going to keep going forward. We need to really, be mindful of that as we're looking at how can we encourage responsible growth that also addresses, you know, those risks that we may be facing.

[00:21:57] **Speaker 3** And then can you talk a bit about the task force like how big you guys are, what type of people are in it and what your mission is?

[00:22:02] **Speaker 1** Yeah. So it's there's like I said, there's probably I think around ten people in it, although it's always hard because of course the monthly calls some people can't make it. There's and I think actually she may just be retiring now, but one woman who was heading it up was a professor at UW Stevens Point. We've got members from the DNR, which obviously I love talking to the DNR because they spend so much time thinking about the natural resources of Wisconsin. We have a county extension officers. We have some local, like former politicians and some business types as well. So it really does have a nice cross-section. Everybody's bringing their different experience, the different thoughts. I tend, again, to be thinking a lot about the resilience, the built environment and litigation, for example, is my particular, kind of, I guess, contribution hopefully to the team. And so what we're trying to do is, like I said, understand the different communities and how we can help support working with these communities to give them the support they need now and in the future to both focus on how we can all be a bit more sustainable, reduce our carbon footprint, but also ensure that our communities can thrive even in a changing climate.

[00:23:12] **Speaker 3** Thank you. And then in our initial interview, you talked about how we might be a possible climate haven, but we'll still see climate related impacts. Can you talk about that?

[00:23:19] **Speaker 1** Yeah, that's a problem with the whole climate haven kind of thing, right? It's like if you move here, everything will be perfect. I was actually born in Duluth, Minnesota, which a lot of people talk about is like the net zero. You're not going to have carbon or you're not going to have climate change issues there because of Lake Superior is so massive. Even Duluth and certainly Madison will still have impacts of climate change. We are going to be fortunate. We probably will not, have to deal with the worst, problems of climate change related issues the hurricanes, the sea level rise, all of that sort of thing any time soon. But that is why I like there's either a lot of times you hear about sending communities or retreating communities and as for example, New Orleans is a perfect example of that, right? It's such a wonderful city, such wonderful people. But it's a city that's going to have massive challenges and already has, as we've seen. But anyway, so you have those sending or retreating communities and then I prefer the term receiving communities. So Madison and all the surrounding areas are a perfect example of what could be a receiving community. So it's it's a good place to move. I encourage people to move up here, especially if they're concerned about climate. But again, we are going to have our own issues to think about here. We do still need to be prepared for extreme heat. It won't be as bad as Texas or Florida, but we also don't have as much air conditioning, for example, in our homes as they do in Texas and Florida. So we can still have vulnerable populations that can suffer from extreme heat. Here again, I keep coming back to the flooding, obviously, as we saw in New York again just this past year, how flooding even. And they've been working so hard since Superstorm Sandy to prepare for climate. Change, but flooding can still kill people in several different ways. And so those are the sort of things and high winds, even tornadoes. The fact that we had a tornado in February, that is a one thing I don't like about Wisconsin is when I was in Austin, there really weren't tornadoes there. And so the fact that we have to worry a little bit about tornadoes, and we now have to be thinking about tornadoes in February and Wisconsin is a bit terrifying. So it is not a haven. There are going to be challenges here too, but it's definitely a better place to be.

[00:25:28] **Speaker 3** And then how do you feel about the concept of climate havens?

[00:25:31] **Speaker 1** Well, like I just said, I mean, it's a nice idea. I think, you know, Wisconsin is certainly a better place to go. But yeah, I don't think that there's any perfect spot that you're going to go over. You'll be totally immune from the changing climate. So we just all have to recognize that we have to continue to do what we can to minimize the impacts of climate change, but also recognize that those impacts are here, even in Madison, Wisconsin. And we're going to need to make sure that we are adjusting the way we live, the way we build, so that we can minimize those impacts.

[00:26:05] **Speaker 3** And then my last question, can you just tell me, like from your own so I don't have to put in there that you are a partial clam? I can I just hear you say like I am. Yeah. My grandma moved from Texas.

[00:26:16] **Speaker 1** Yes, I so I'm a partial climate migrant. I like to call myself that because I am originally from the Midwest. And so I did come back in order to, have my kids at least closer to the family, although we're still a long ways away. But I also left Texas and left Austin, which was a great city that I loved because I could not handle that heat anymore. So that's why I call myself a partial climate migrant.

[00:26:38] **Speaker 3** Thank you. And then, is there anything else you want to add or expand on?

[00:26:42] **Speaker 1** I just said, I think one important thing that I need to remind people of, and this is actually something that a friend of mine said has been in this climate change space for years before I actually started working on, like this resiliency in the climate environment or in the built environment. I knew about climate change, but it's sort of how I feel about I now where it was so depressing that I just like, I support it. I support people who do things, but it's too depressing and overwhelming. And what can I do? But the truth is, with climate change, we do have a ton of great tools and resources. Now we can actually make a difference and minimize continuing impacts on our environment, and also prepare for what's happening already with climate change. So I don't want people to get too depressed and really just give up and say, well, what can I do? I do think there's a lot of reason to hope. There's a lot of tools we have. There's a lot of that we can all be doing. And so I want people to keep on working on this and not just say, well, it's too late and there's nothing I can do.

[00:27:42] **Speaker 3** Thank you. That's great. Do you have any questions on us?

[00:27:46] **Speaker 2** I don't have any questions.

[00:27:47] **Speaker 3** Awesome. Thank you so much. That was awesome.

[00:27:49] **Speaker 1** All right. Good. I use the word so too much at the end as I was trying to stop using. So that's my new word. So this was fun. All right. I'm going to be drafting an email. I have to complain to Vanity Fair because my number one podcast, they got rid of the host. Yeah. And so I'm like, so then she was wonderful. It's I am obsessed with Hollywood. That was my first obsession, so called Little Gold Men. And it's basically about award show things. Sorry, I shouldn't be talking.

[00:28:17] **Speaker 2** No.

[00:28:18] **Speaker 1** Anyway. And so, yes, they just talk about award stuff, and I don't know why they got rid of Katie Rich.

[00:28:32] **Speaker 2** All right, so why don't you type some more?

[00:28:33] **Speaker 1** All right.

[00:28:41] **Speaker 3** My other source is super smiley to everyone with this video that is super smiley and friendly.

[00:28:46] **Speaker 1** I know way Wisconsin.

[00:28:49] **Speaker 3** Yeah, it's very Wisconsin. What is that letter from Roland Garcia? I'm. We were at the Capitol filming and I like made a comment about, like pushing him over because he's so small and my boss can be objective.

[00:29:34] **Speaker 1** I think it is. I'm like, all right.

[00:29:47] **Speaker 3** Where you work in another one.

[00:29:48] **Speaker 2** That's a smart idea.

[00:29:49] **Speaker 1** There we go. And, yeah. And basically, I don't know if it was. I knew they were conservative, but I don't know if it was a Trump influence or what, but they got worse and worse and it got to be more toxic and awful. So I was very lucky and had a friend here. And, you know, this firm, the people who usually get all the press are, two of the attorneys here who have fought all the gerrymandering and have had great success in the past couple of years. Tell me when you're ready. So I carry that with me everywhere. And so then it does lull some people into thinking I'm conservative. And then they'll say stuff and I'm like, haha, I actually hate. In fact, I still make the argument that is worse than Trump in some ways. So

[00:30:43] **Speaker 2** Okay. And then, yeah, if you can keep it kind of close to the keyboard whenever you bring over and start looking through.

[00:30:48] **Speaker 1** Yes. All right. Tell me when you're ready.

[00:30:50] **Speaker 2** And now I'm ready. You do all the time.

[00:31:05] **Speaker 3** I'm always grateful.

[00:31:08] **Speaker 1** That is why I spent a large part of my day doing. All right.

[00:31:11] **Speaker 2** You're right. Yeah.

[00:31:31] **Speaker 1** The attorneys, is that right? Maybe less. I should know that now that I'm on the board, too. And I'm actually the HR board member. Though, and I actually failed. Well, and the ironic part is it was wonderful day that it's called The Maltese State. So it's just like general questions. And then there's another day. That's all Florida law. I actually failed the Florida Law day.

[00:32:17] **Speaker 2** Or.

[00:32:18] **Speaker 1** Bypassed the multi-state part by enough. I'm like, all right, Florida, this is weird. But yeah. So I'm like, I'm walking around here, but I'm taking two bar exams. And then our lawyers in this law firm who haven't taken any. Well, and it is sort of a miserable process, but it's kind of.

[00:32:33] **Speaker 3** So.

[00:32:34] **Speaker 1** It depends on the state. So, Texas was two and a half days. I think the only one that's harder is New York is a full three days, I think. Florida was two days. So yeah, he's so smart. And yeah, he's been doing this for so long and knows everyone and it's so cool. That's really so. Okay, so you are still in school and you go, right? And so yes, being able to communicate. Being able to explain these issues. I wish yeah I actually wish I'd been an environmental studies major. And I think sometimes when my kids go off and they want to get like some sort of ecology degree or something.

[00:33:12] **Speaker 3** College is awesome.

[00:33:12] **Speaker 1** Yeah, I'm really obsessed with arts and I just didn't think about it, really. And I want to put up. Some pictures and different things. Like I published my co-presenter and I published an article on this climate Stuff and Structure magazine, which is like the big thing. And then, yeah, I did. I think it was almost my last blog post for The Little Geeks was right at the beginning of the pandemic, and it wasn't about, was it fake pink unicorns in the time of coronavirus? Like, I ripped off the whole love in the Time of cholera before anybody forced you to clear up some of this stuff. Because really, I think like that whole box can go, but the layers, we like our paper, although I at least I did duplex on like I was duplex. I raised so much paper all the time and I feel so guilty about it. I'm not all right. I'm going to become very self-conscious in my walk.

[00:34:39] **Speaker 2** Slowly. But whenever you're ready, you can go. All right.

[00:35:02] **Speaker 1** And then sucking in my gut is I want to be, if that's possible at all. And I'm glad I bought pants on.

[00:35:08] **Speaker 2** Try it.

[00:35:08] **Speaker 1** Again. Thank you.

[00:35:10] **Speaker 2** If you don't.

[00:35:10] **Speaker 1** Mind. No, of course not. I still have my phone, so I get my step count in.

[00:35:14] **Speaker 2** You going after that? In your pocket?

[00:35:36] **Speaker 1** I do love this B-roll stuff. I'm happy to do it again if you want.

[00:35:43] **Speaker 2** Up to you. I don't think we need.

[00:35:44] **Speaker 1** I think that was good. I love issues. I have a name. I'll wear pink when I'm dealing with construction stuff. Sometimes just feel like. Yeah, I love. So that is one thing I want. My younger attorneys, both male and female, is that I do women. We do have at least a little bit more advantage of being able to use our phones.

[00:36:02] **Unidentified** And as long as I want. Yeah. In this situation, I don't. And then you know who's going to be out of England.

[00:36:39] **Speaker 2** Some people going. Okay. I didn't know if that was part of your skill set. We are requested.

[00:37:48] **Unidentified** I don't know if you want the capital. You.