

# A Return to In-Person Work with Humberto Buniotto

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## SPEAKERS

Humberto Buniotto, Halie Morris

- H** Halie Morris 00:12  
Hello, everyone and welcome to Everyday Business Solutions. My name is Halie Morris, your podcast coordinator and host. And we are officially launching into our new schedule for our content. For the month of June 2021, we're actually going to be broaching a topic that is extremely relevant. Businesses are starting to drift back into their buildings, we're starting to travel for trade shows more, attend more events, like weddings, and who knows what else at this point. And safety and health is still a big concern, because COVID is still lingering, and we're only partially vaccinated as a country. So with that, I've actually brought on lab dx, who does COVID testing and is very familiar with this realm of things. And we have our amazing guest, Humberto. Did I say that right?
- H** Humberto Buniotto 01:02  
Yes, you did.
- H** Halie Morris 01:03  
He will be talking to us today about what he does, his company, and the things that we can keep in mind as we move forward. If you don't mind introducing yourself?

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Humberto Buniotto 01:13

Sure. Yeah. Thanks for having me. My name is Humberto booty Yoda. I'm the CEO of lab dx. We are a, what's called a high complexity laboratory, located in Miami, Florida, we have for the last year been primarily doing what's called a PCR test, which is the test everyone has heard about in a news where you drive somewhere, they swab your nose, send it to a lab takes two three days. We've been doing that for about a year since essentially since the beginning of the pandemic. And for the last four to five months, we've sort of pivoted our strategy to focus on more longer term strategies around testing for events, testing for large venues, testing for employers, and not just providing the laboratory services that people have come to expect, like providing the results but more focused around a complete solution for businesses for any sort of group or industry that's looking to kind of get back to normal.

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Halie Morris 02:32

So what do you mean by like, complete service? What does that encompass for you,

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Humberto Buniotto 02:36

so when you talk to an employer, or, you know, we do a lot of work with the cruise lines, for example, the cruise operators that, you know, arguably have been the most impacted by the pandemic, because they really haven't been able to do anything since March 10 of last year. When you talk to these groups, the information that we have been given to them in terms of testing and social distancing, and washing your hands and wearing a mask and, and being able to trace when somebody has been exposed. They, from our perspective, but they've been bombarded with so much information over the last 12 months, that it's been hard for them to make an educated decision on what path to go down. So when I go to them and say, Hey, you should PCR tests everybody, well, you should wrap it as everybody. Or you should do antibody testing all these things. to somebody who's not from the lab space from the infectious disease base is just like gibberish, nobody really knows what you know what Avenue they should go. It's, it's very expensive to test people. And so what we decided to do is to kind of take a step back and say, Okay, if I'm an employer, if I'm a, you know, we're in Miami, so we cater to a lot of the service industry, hotels, resorts, restaurants, things like that. If I'm a hotel operator, what are the things that I need to worry about? Right? Do I have to test all of my guests coming in? Do I have to test all of my employees? How often? What do I do somebody actually comes up positive. So we decided to say, let's kind of create a sort of reference book for them to refer to and cater to each specific industry. So obviously, we're not involved in all of the industries but we've picked a couple of different industries around the primarily around the service base that we can help. So instead of going to a restaurant, for example, or a hotel and say, Hey,

just PCR tests, everybody wants a week. We come in and say, Okay, how many people do you have working here? How many tables you have in the place? How many guests are you wanting to allow based on the state regulation? What are the hours of use of the people working here, you know what kind of, and we can analyze the entire operation. And then we provide them with a solution that includes testing, but it's not limited to testing. So it's a little bit beyond the scope of just being a laboratory, we decided, if people are just getting because when you think about, like, even a cruise lines, for example, these are billion dollar companies, you know, they're not small. But they're in the hospitality business. And they've never been, they've never had to deal with a pandemic before. So you can't expect them to overnight just know, everything that needs to be done to contain, you know, infectious disease inside of a ship. So even talking to those guys, there, you know, we can feel when we were talking to them, that there's so much confusion that they're just being bombarded. And so we decided, instead of bombarding them with information, let's take a step back, come in from a more comprehensive approach, offer the laboratory services that we are specialized in, but also everything else that comes with it. So working with janitorial services that can come in and provide, you know, special types of cleaning supplies and, and other things that are less harmful to the environment. Working with you know, other laboratories that offer services, we don't offer, providing a things like rapid testing solutions, kind of like help them navigate the guidelines of state, local, and federal, social social distancing requirements. So I hope I'm not overwhelming you. But that's kind of kind of like what we're involved in right now.

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Halie Morris 07:03

Now, it's very interesting, because it's everything that's going around, like, I've heard of all of this stuff at some point or another, probably more times than I could count. But it's a kind of pull it together and to make sense of what is, what it means and what business leaders and employees actually need to pay attention to. I mean, that's the big thing. And that's part of the reason we brought you on today is helped make sense of all of this information, and all of these things and these misconceptions, or rumors surrounding testing, and vaccinations and health and safety procedures. So I'm really curious as far as the various types of testing, because when you hear COVID testing, you hear, like, oh, it takes a couple days. And then some people say, Oh, I got it back the same day. And for the general populace, like most of us, I would assume don't know the difference between the testing and the benefits of each one and why you would go with one versus a different one. So can you kind of walk us through those types of testing?

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Humberto Buniotto 08:07

Yeah, sure. So I think that's been the different types of tests and how they can kind of play

a role in perfect prevention has probably been the biggest challenge for us. We've had to do a lot of education, a lot of clarifying misconceptions and kind of guide our customers in the right direction. So but in a nutshell, this basically, for COVID, there are basically two types of tests that are available. There are different versions of each but the the primary two tests that are available right now, or that have been in the last 12 months, or the rapid antigen testing, and then the PCR test, and there's also sort of a variation of the PCR test or the lamp test. It's less common, but it's just as accurate. So the when you talk about when people say I got my results in 15 minutes, or I got my results in an hour, generally they're talking about a rapid test. That's the antigen test or our a DT rapid antigen direct test. That's what that's what the rapid test is. The tests that take longer, and these are the ones that you probably remember, early on in the pandemic, people would complain about getting the test in a week and it didn't matter anymore. Because, you know, after seven days, what do you care that you were positive seven days ago, if you were positive already, in fact that a bunch of people so that's the PCR test, and that's the test it's actually done at a laboratory so requires specific equipment. It's a, it's a very delicate test the viruses, obviously airborne, so actually taking a swab from somebody, a specimen, and then you're basically what you're doing is you're taking a mixture and you extracting the virus from it, and then you analyzing it to see if it's in fact a COVID 19 version of the virus, right? You know, I don't wanna get too, too technical, but that's, essentially that's what you're doing, you're trying to identify the virus itself, on the antigen test, while you try to identify is the substance that's reproducing, while the virus is infecting the person. So when you become exposed to the virus, it, it takes roughly two to three days for incubation. And during that process, these antigens are reproducing in your body. So when you're doing a rapid test, where you're trying to identify is, is there a reproduction of the virus in this person's human immune system? And so why are they used? And what are the applications of each so for the antigen test, they're really effective on the early stages of infection, because you're picking up the replication of this substance in your body. So if you make suppose say, today, for example, you do an antigen test tomorrow or Saturday or Sunday, it's likely going to come up positive, right, because it's in the replication process. If you were exposed today, say, for example, you and I are meeting in person and I was infected and pass it on to you and we need, you immediately go to a test site and do a PCR test, which is considered the gold standard, you would likely come upon negative, because it's too soon to conduct that test. The virus has not yet incubated in your body, right. So the rapid test is really good in their early stages. But it's not as accurate as a PCR test. And the PCR test is the gold standard, it's got about a 95 to 100 to 99% accuracy rate, but it's not very good on the on the first or second day of infection, right. Now, the reason that the rapid tests haven't been used more widely, is because early on, a lot of these rapid tests were being mass produced, to kind of obviously meet the demand millions of people needed to be tested. And so there were a lot of really bad tests pumped into the market. Some of them had a accuracy rate of 60%. Which is, you know, it's really

bad when you think about it, imagine if you were to do, I don't know, say a pregnancy test, and you had a 60% accuracy rate, you will probably not, you know, you'd want to choose a different method, you know, in a lot of ways, a pregnancy test is comparable to an antigen test. And that's the reason, sometimes people will do two tests, and then we'll go to the doctor to confirm because the accuracy is just not there, right. So early on, they got kind of a bad rap for not being accurate. And then PCR just kind of became the only test if people trusted, and the rapid test kind of got phased out. More recently, as of, I don't know, beginning of the year, a lot of really good tests were made available. And so rapid tests are being more widely used now, including, if you're flying abroad outside of the states and you're flying back into the states, a rapid test is acceptable as proof of tests, you don't need to get a PCR test, when you find back into the states. And that's because a lot of these tests are actually a little more accurate than before, they're not as accurate as a PCR test. Or I think the best tests out there have an accuracy rate of roughly 90%. But if you're testing a lot of people, one person out of 10 you know, it's it could be problematic if you're say, lead and then meeting person, for example, you know, if one person comes in and they're positive, the chances of them infecting everybody else is high.

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Halie Morris 14:35

Now, as far as it's a PCR test, right, how, what is the effective rate of that right now? On average,

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Humberto Buniotto 14:46

the PCR test the there there are different protocols and different manufacturers make different sort of menus for these tests. The accuracy rate of the some of the best stuff out there somewhere around 99.5%. So in other words, if you tested positive, you can be pretty certain that you're positive. And, like I said, on the on the rapid tests, I think the best ones out there right now are roughly 90%. Now, there is a sort of a second variation of rapid tests. And those are not. So the rapid tests I was talking about before, they are kind of like, well, I guess I'll go back to the pregnancy tests are kind of like, you swab your nose, you mix it with a liquid, you drop three droplets into a kit, and that kit has one or two lines, if one of the lines appear, you're negative, if two lines appear, you're positive. So it's very much like a like a pregnancy test. In that sense. There are some what's called an instrumented rapid test, which is basically, it's almost like a little coffeemaker machine, that, you know, you do the collection the same way, you drop it into a cartridge, and you put it in the machine. So it's been analyzed by an actual laboratory instrument. And those are actually a lot more accurate than those older rapid tests that are more like a pregnancy test. And those roughly have an accuracy rate of somewhere between I know some of them at like 97%. And most importantly, they're a lot more affordable, which

makes them a much better option. Long term, right? Because, early on, when we started, we were I mean, we were charging as much as you know, over \$100 for PCR test. And we were working for, you know, different governments and, you know, go out to state and local. We were working for employer groups for all sorts of different entities, and they didn't have a choice, it was \$100 \$120 for a test. And he just you could see how he could basically bankrupt the company. Imagine if your company had to PCR test everyone, every week, you know, it's it would be horrible. And a lot of companies didn't have a choice. Companies like factories, or you know, assembly lines and things like that they can't work remote. So they really didn't have a choice. And so these rapid tests are a lot more affordable, a lot more portable, because you can pretty much set them up in any workspace, and a lot more accurate than the old rapid tests.

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Halie Morris 17:43

So if they're using that new rapid test, is that something like the employees or whoever management would just do themselves? They don't have to have somebody come in and monitor it or anything?

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Humberto Buniotto 17:56

Ah, that's an interesting question, because there are different different collection swabs for these tests. So generally speaking, there are you have what's called a nasal pharyngeal swab, which is the one that people complain goes too deep. A lot of people refer to it as a brain swab, because it kind of, you're trying to hit the back of your nose, the nasal forensics, that's one and that's 100% supervised. So when you have that collection, you're normally being swamped by a nurse or medical assistant or somebody like that, then there's something called a mid turbine or interior nairs swab, which is basically your nose. So that's those. Most of them, the person can swab themselves, and they can do the test. Best Practices for these test is for somebody else to be doing the collection only because if you're swabbing yourself, you tend not to go deep enough, and you're not collecting enough of a sort of a viral load. If you have somebody who's trained to do it, they're likely going to be able to kind of, you know, go where the swab needs to go to collect enough of a sample. So there's actually a study from I think, Stanford, that came out a couple months ago that said, People cell swabbing have a 50% chance of well, if you're if your sample is collected by a medical professional, you're twice as likely to get an accurate result, as opposed to if you swab yourself and that's because you know, the somebody who's trained knows how to do it. Then there's a an oral swab, which is basically you swab your cheeks on your tongue, the roof of your mouth, and then there's a throat swab, which is also the mouth swab is normally Sell swarmed. And then the throat swab is something that somebody would collect, collect for you. Why? Why are there so many methods,

essentially, because it's all part of your lung system, right? So because the virus is located in your lungs, you know, any sort of connection with your lungs is a sort of a point of collection when you can obtain a sample of the virus. Generally speaking, the nasal pharyngeal swab, the one that kind of goes back behind your nose is the most accurate. And that's because it's the closest collection point from your lungs. And he just makes sense, if you're going to try to collect as much of a sample as possible you go there, but it's also very invasive, not very invasive, but more invasive than the others, you know, you end up crying, because you know, just doesn't feel good. And it requires somebody to do the collection.

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Halie Morris 21:03

So what are you seeing most businesses implement, when they're doing when they're picking one of these processes, or they're, they're looking for an option.

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Humberto Buniotto 21:14

It's kind of all over the place right now. I think, especially with the advent of vaccinations kind of ramping up very quickly, since January, February, a lot of businesses still sort of trying to see how things are gonna go for the rest of the year. Generally, with the larger companies that we work with, they do spot testing once every two every, you know, twice a month, once a month, or they follow guidelines, and whenever somebody says that they're symptomatic, then they'll send us in to get them tested. With the cruise operators, we've seen them test a lot of their crew very often. And that's because they're mandated by the government. It's not a decision that they made. They've been put through a lot of very strict guidelines to continue to operate. And unlike, you know, a lot of business that unfortunately had to close, even if they wanted to, they didn't have a choice. I mean, they have huge ships that have to keep floating and functioning and being cleaned and be maintained. And so even at at zero, cruising, commercial cruising, they still had to maintain all of their crew, I think each of their ships requires 150 crew just to stay afloat, which is now unbelievable. Plus all of their management, all those people. So for those guys, they've they've, they've been testing pretty often. And just randomly when people come in and out of boards come in and out of ships, they have a lot of really strict regulation, and arguably probably one of the most proactive industries that I've worked with, but it's kind of all over the map right now. And I think companies are kind of waiting for a little bit of a standard from the larger companies. You know, you hear all the time about this vaccine passport, which is, how are you going to be able to get around and show that you've been vaccinated? There are a couple of companies competing in that space right now to become sort of a standard for being able to show it on your phone, for example, that you've been vaccinated. And so I think, because the vaccines are starting to

ramp up, and it's an additional expense, what I'm what we're seeing is that businesses are being a little more resistant to test a lot of their staff just kind of waiting to see what's going to happen once most people have been vaccinated sometime in June. For right now, they're just kind of, you know, following guidelines, best practices. And it varies, right? You go to I was in California last weekend, and everything is just locked down. I went to a restaurant that tables are 10 feet apart, you go to an ice cream shop only one person inside at a time and then you go to Florida, and it's kind of like whatever you want to do. It's not the guidelines are not necessarily being followed. And, you know, it's just kind of kind of how it is. It depends. It's it varies wildly, widely based on the state based on the size of the companies and that's what we're seeing right now.

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Halie Morris 24:57

I've noticed as far as restrictions Because we're I'm right up until Leto, so we're right against the Michigan line. And Michigan's been a little up and down with their regulation, and at times been one of the stricter states. And I've noticed aside from like the broader state regulations, like the cities I've been to so like Toledo day in Columbus, they tend to be significantly stricter than if you go to a smaller town, or village and stuff, where sometimes they're like, I don't even know where mask is, I haven't had one in months, you know, that sort of thing. But very interesting to see just as a like that, you know, somebody's not in that space, walking around in different locations. But also now that coming back into the office is a question for many people and coming back into a workspace after being remote for a year plus, for many of us. It's okay, what is where? What's our office doing to be, you know, protect us? How are we going to be safe? A lot of spaces weren't built to be six feet apart, or things like that. And, you know, that question is, you know, we have cubicles, you can't really like just up and move those around super easy. So then the testing comes back into, and it's like, well, how many people can you guarantee have it, not it or have been vaccinated or both? Like, they're, they've had the tests, and they're vaccinated, and you know, they're good. And things like that. So it's very interesting to see. And it's like you said, I think I seen a lot of businesses that are just kind of holding off on a decision. Yeah. What would you ideally like to see businesses doing as far as like, the the rapid tests versus some of the other options? And what business like a business policy around? It would ideally be?

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Humberto Buniotto 26:54

It's a pretty difficult question, because, you know, it's, when when you turn on the news, or you hear some expert talk about, you know, testing, testing, testing, you should be doing this, and that doesn't matter how you look at it, it comes down to cost, right. So, you know, if you're running Coca Cola, or, or a large company, you have the budget to be able to go



out and test everybody put barriers in place, make sure people can work remote, and, and all that if you're running a barber shop, that's your thing, like people have to physically come in, you have to touch them, they have to be in a space, you're licensed in that one space. And so, you know, the luxuries of working remote or, you know, having a hybrid Ward's workspace or they're just not there. So I think you would probably for me, you would probably be for the the spaces where search searches a barber shop, for example, where they don't have a choice, they've got to continue operating, and there has to be customer contact. For the longer term, at least through 2021, I would say, and there are plenty of business already doing this. But I would say, stay on top of social distancing guidelines. You know, oftentimes I go to into a small business, like a restaurant that's right down the street from us here. And, you know, inevitably you got somebody behind the counter, they got their mask down on their chin, or you can see they're just kind of handling money from a customer and they're not really wiping, or using hand sanitizer, things like that. So maybe trying to abide more, to those sort of easy to implement guidelines that just take some diligence, you know, I think, on the small business side, that's what I would like to see. Because it's really kind of unreasonable to expect that, you know, a nail salon is going to test all of their staff once a week at say, \$60 a person that they're going to, you know, buy software that's going to, you know, track what people have been, you just don't have the bandwidth for that you literally you're operating a small business, you're, you know, doing nails, you're doing accounting, you're hiring and doing the scheduling and just you don't have like a compliance person to put in place. For the larger companies. I think they have a little more of a responsibility because they have the resources. And so what I would like to see this year is for more rapid testing initiatives to be put in place so companies that are making their employees go back to work. office, I think that they should have access to testing at all times. Whether it's one of those risk instrumented tests that I mentioned before, or some sort of testing goes back to a laboratory or some version of testing, where if they feel like they're symptomatic, or they've been exposed, they can get that test, and no charge to them. And a combination of some sort of tracing. So when you put a lot of people into a space, like a big company that has, say, 100 employees in a space, it doesn't matter how many barriers you put up, how many cubicles or whatever, this thing is airborne. So you know, having an acrylic barrier between you and me isn't gonna, like the virus isn't going to say, oh, there's a barrier can't go anywhere, it's air. So I would like to see. And there are plenty of companies that are doing a really good job with this and offering some really innovative solutions. But I'd like to see some way for employees to be notified that somebody else tested positive in the business. So there's a company out in, in Chile, they're actually starting a venture here in the States. And we're working with them called happ USA h a, pp, USA. And what they do is they have all the employees download an app once a day, or twice a week depends on again, the company's parameters and how they want to handle it. They'll make employees or they'll require employees to answer a health questionnaire. So

have you been exposed? Have you traveled? Do you think somebody in your house has COVID-19, things like that, just to kind of keep track of it. And the application also keeps track of their distance from a person that's been exposed. So essentially, the way it works is, every mobile device, every employee's phone, has sort of a virtual bubble around it. And if two bubbles kind of come in contact for more than, say, 15 seconds, and that other bubble was tested positive. Recently, you will get a notification on your phone saying, Hey, we can't tell you who because of healthcare regulations, but somebody in your office, who you've been in contact with has tested positive recently, here's how you can get tested, and just kind of guide them through the testing process. So that's kind of where I see what I would like to see in 2021. Because you know, even as you get a lot of people vaccinated, no matter where you are in a country, there's going to be at least a certain percentage of the people that are never going to get vaccinated. That's just the reality. You know, we we have, that's how it works in the States. And so people have the choice to get vaccinated. So I've been vaccinated, I advocate for people to get vaccinated, but that doesn't mean people are going to do it. And so, unless you reach that herd immunity that the CDC keeps talking about, where the virus essentially goes away, because everybody's been vaccinated, you're going to need some sort of mitigation process or control of the virus. And that's kind of what I think would be a first step.

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Halie Morris 33:27

All right, no, that's very interesting. And I've seen a local business, I thought it was very good response. And they're just a doggy daycare, like so they're smaller, you know, they've only got so many staff, they can't implement the bigger stuff like you were talking about the bigger businesses can. And so when a couple of the girls tested positive, they closed down for a week. But everybody go get tested. And then we did. They did. They didn't do the rapid one. They what's it called the PCR.

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Humberto Buniotto 33:59

Yeah,

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Halie Morris 34:00

yeah. So they did a PCR test, the longer one got everybody tests, it was maybe it's two weeks. And then once they could verify that, you know, who was exposed, everybody else checked out. And they had been able to sanitize everybody, two weeks later, they open. So I know that was a good response from a small business perspective. And every time I'm in there, it's limited capacity for a while, like when the numbers, like last year, you didn't even come in, they came out to your car, got your dog for you. And they did everything

over the phone. So you'd call in and handle transaction, everything that way to limit contact, which is really good, because sometimes you got to take your dog somewhere. I'm sorry, I've seen that kind of response. And it reminds me of what you were talking about with the smaller businesses just that the taking the necessary precautions for distance and mask and things that they can do with minimal cost.

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Humberto Buniotto 34:56

Yeah, and actually that's a good point. Because that business owner, whoever, whoever they are they, I know that they're very well informed, because and this is, I mean, I think early on at least 50% of our time we spent educating people on how the virus actually spreads, right. So if you tested PCR positive for the virus, right? within 14 days of that test, you are no longer considered infectious, which means that you will continue to test positive for sometimes weeks, and we've had people test positive for, I don't know, something, I think we had one customer that came in, and he tested positive, and they came in three weeks later tested positive, and then a month and a half later tested positive. And he was like, You must, there must be wrong, something wrong with your test, nobody can test positive this long. And the reality is that they can, the differences, you're positive, but you're no longer infectious. So with the dog care example, the person in charge of making that decision, they obviously obviously knew that, hey, if somebody tested positive, and everybody else got tested, right, and somebody was positive there, and everybody else was negative, after 14 days, we are pretty safe to go back. Because even though that one person will still test positive or not. They are no longer infections, they're no longer shredding the virus. So that's it's good to hear that some businesses still have, you know, we're we're able to actually utilize the knowledge that was out there, because there's so much misinformation nowadays, obviously not, you know, in a lot of ways that contributed to a lot of the confusion. But that's a good example of how, you know, a small business can make good use of the information, it's out there and to continue to operate. You know, a lot of a lot of individuals and companies that we've tested, have a lot of hesitancy around like, What What should I do? How about the rapid test? How about PCR test, because, you know, it was just kind of an avalanche of misinformation out there all the time.

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Halie Morris 37:27

It's very interesting to hear, like, why that 14 days was in place, because we'd hear a lot of times like people traveling, things like that. They'd have to like quarantine in a hotel for 14 days, and then drop back to a week and then like four or five days, and I was like, didn't know where any of these numbers were coming from, where the two weeks started. And things like that. I know, one thing that impressed me about like doggy daycare is they

were very transparent. They kept emailing all of their customers, keeping their customer, there's the praise of the situation, and were just very transparent, and things like that. So that, and they even talked about, like, if you still need some sort of accommodation for your dog, we're able to help you in that two week timeframe, you know, get that sort. So it was impressive, because as a business, I thought they handled it very well. And it sounds like from your side, you think so too. But knowing where that 14 days comes from, because I think that was a huge thing as people kept hearing it. And then somebody heard a week in my family, and they're like, living and abiding by that. But I was like, okay, where's all this information coming from? What is the 14 day? You know, what does that mean? That

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Humberto Buniotto 38:38

Yeah, that recommendation comes from the CDC. So, you know, you know that I guess that's I'm pretty passionate about the this subject specifically because the CDC and the evening international organizations around health guidelines got a lot of criticism last year for putting out guidance and then taking it back and changing their mind. And, and, you know, yes, they did put out a lot of guidance that ended up changing after, but we have to understand that they were learning on the fly, right? There was no roadmap for this, like nobody said, Hey, guys, 2020 there's going to be a virus coming. Just get ready. It's airborne. This is there's like this is the checklist of items that you should watch out for. There. were literally testing people and utilizing laboratories like us to test different things, different strains, different exposure times different just all different parameters to figure out what are the guidelines that we're going to put out, and so they didn't just wing it, right? They were there are a lot of smart people from all different parts of the world. And they will put out this guideline. So the 14 day guideline was put out by initially the international Health Association and eventually the CDC, which they kind of mirror the same guide guidance. And it just kind of became a standard early on. And then recently, not recently, but a few months ago, they dropped it down to about 10 days. But that's because they had enough data, right to determine, okay, we've tested enough people with PCR tests and enough people to determine that when somebody has been tested positive, after 10 days, they can, they can no longer spread the virus. So those guys were under immense pressure, I can't even imagine. Because, you know, we have to think, obviously, within our lifetime, we haven't had anything like this. And we had Zika, about 10 years ago, we had a bola that was pretty much centered around Africa, never really jumped over to not in the major way to different countries is contained before. So we didn't really have any examples of how to deal with this stuff. You know, it's like, if, if a meteorite hits Earth tomorrow, we're going to have to figure it out, because the last time this happened was millions of years ago, you know, it's like, no, there's no book where you go and look and search for this stuff. So the Oh, these guys are putting in a really tough position. And I think for the most part, they did a good job. You know, I think in a lot of ways, media was

not very informative, or not very clear about what was being said, you know, we, unfortunately, live in the world where only negative news makes the headlines, you know. And so if it wasn't, you know, somebody died, or, you know, the somebody made a mistake, or something like that, they wouldn't report it. And so when the new guidelines are being put out, and it was there were positive, nobody was reporting on it. So like you said, your family saw seven days somewhere. And, you know, some, some people like the the importance of the information that's out there cannot be overlooked, right? I mean, being able to get information from a reliable source is just so so important. Because, I mean, think about the, the, when, when there was discussion, and I know, like, people say, Trump started it, and then somebody else, whatever, but when they were talking about the hydroxychloroquine, that you could drink it, and you could, so the amount of people that kind of said, Oh, I'm gonna go that route. I mean, people can easily get kind of swayed in this specific direction, because of the person who's delivering the message. Right. And so, unfortunately, you know, there's been a lot of misinformation and but in general, just to answer your question, I think that the CDC did a pretty decent job with the tools that they had to put out guidance for people to social distance and mask and, you know, try to avoid gatherings and things like that. And they've been updating it since I mean, there's, we're on the weekly call with the CDC, where their upcoming update is on you guidance and things like that. So

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Halie Morris 43:22

that's a really cool, you know, keeping up to date with them like that on a weekly basis are really cool. You know, then, you know, your information, you can ask those questions, which is nice. It's also just, I think that the news and the way it spreads and like information with social media, I think some of it, you don't even know the source, it just validates a hope that you have. So a lot of people really want this to be over. So when they hear news that it's safe together and things like that, then they jump on it, because that's what they want it to be. So it's validating that hope, that we're getting to the place we should be versus trying to step back and actually look at all of the information, trying to measure the accuracy and then find a source for it and say, Is this what I should be listening to? Or, or not? Well,

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Humberto Buniotto 44:13

yeah, I mean, I didn't tell you this in the beginning, but my background is in software engineering. So I, I appreciate the power of social media and news as it operates today. And, you know, the interesting thing about the times that we live in, in terms of social media and delivery of information is that you know, the the information that you're reading on your Google News Feed or wherever you get your news, Facebook or wherever

it is, is essentially catered to what you believe in, right? So if you believe the earth is flat, and you start looking that up, inevitably you're going to be fed in from That's going to validate what you believe. So that's sort of created information bubbles. And, you know, we talk about like, political bubbles, and you know, things like that. But there is a bubble for everything. So if you think that not wearing a mask, for example, is the way to go, and you start sort of throwing that out there, you're inevitably going to have overwhelming information that's going to validate what you think is right. And so it's very easy to get kind of lost in the whirlwind of just what I think. And I think, you know, in a lot of ways, that's what's contributed to people just doing whatever they thought. Now, I don't think that people are just maliciously saying, I'm not going to wear a mask, because I want everybody else to get the virus. And I think people truly believe that they don't think that the virus is that deadly, you know, because how many people have you heard say, I don't know anybody who's died. I mean, they talk about half a million people, but I don't know a single person. How is that possible? Well, that mean, there's some validity to that, right? If you don't know anybody, how are you going to it? You hear this from, you know, the, from news, and you think, Okay, well, how much are they really reporting and they overblowing it because they're just trying to get negative news that makes the headlines more. So it's kind of a complicating, in a lot of ways, I think, the this pandemic could not have come at a worse time in terms of information, because we live in a time where information is so readily available. I mean, I can go on my phone, now forget them on my computer, you know, 20 years ago, when I was like, out of college, you had to have a laptop or computer access to some sort of computer, your phone now is 1000 times more powerful than, than a computer from 20 years ago. So you can go on your phone and listen to a podcast or, or watch a piece of news or go to Instagram, go to social media, and you can get news on anything that's happening anywhere in the world live lot, even like an hour later, immediately. Right away, right now I can jump on and see anything I want. So it's kind of, you know, comes sort of at a cost, I think because essentially, anyone can put out news, right? If I wanted to create a, I don't know, a news channel of some sort. And I want to put on my opinion as news I could do that. And a lot of ways that's what's been going on. So I think it the the ability for people to get information, especially information that's cater to what they believe, has caused a lot of problems around the pandemic. And that's what's contributed to a lot of misinformation.

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Halie Morris 48:03

Yeah, and I know, yeah, I never thought of it that way, either, like your bubbles of information, but it's very true. Because like Instagram, and all these platforms are built, so that once you start interacting with certain accounts, and certain different things, whether that's your, your normal feed, the Explore page, whatever, it will filter things down, so that it fits that that sphere of stuff that you like to interact with, it caters at towards you. And

that means you're probably interacting with like minded people or things like that. And you tend to trust their opinion. So some kind of misinformation gets into that bubble, it gets passed around like wildfire. And usually 10 people are sharing at once, and then that just keeps multiplying until people believe it is that and that happens in like a minute.

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Humberto Buniotto 48:49

Right? Yeah, I mean, you know, I, I am old enough to remember when social media was not around. So in the 90s, if you didn't get to, you know, have a conversation with somebody and actually debated, you couldn't spread misinformation, there was no way like, you could email people. You know, you could go out in the, in the, in the city and talk to a bunch of people like they do in Washington in front of the White House, and you could try to persuade people to do it. But there was no way for you to just become a relevant voice. Essentially, overnight, and now, you have a bunch of people whose credentials have not been vetted by anyone. And they can go out there and just say whatever they want, you know, and in a lot of ways, that's good, because it allows people to get I mean, there's been so many creative people that have been able to get the word out, right. But think about how many artists and and and people that are really creative and really good at what they do that I've been able to utilize the communication The channels that we have now to be able to get their information out. But with that comes, you know, a lot of this misinformation. So it's very interesting times for sure, aside from all of the pandemic stuff.

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Halie Morris 50:12

Yeah, definitely a two sided coin. And I mean, that influence goes far because I was talking to somebody from Hong Kong this morning, you know, you casually like just in a chat, and it's like, instant and the one, the one day I was talking to her, I was like, What time is it? It was like midnight, it was like, What are you doing up? But it was easy, it's so smooth. And like, it's not just spreading it around town. It's literally like it's the world, instantly anybody who has access to these platforms, which many, many countries do. As soon as you post it, it's live there, too. There's no distance on social media sell.

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Humberto Buniotto 50:55

Right. And, you know, a lot of ways, you know, we live in, in times where, you know, people get held accountable, for example, you look at all the shootings that are going on, and the violence that's out there, it's immediately online, and people are enraged by it. So, you know, things that are happening abroad, all of that stuff. I mean, you just, there's no way to get away from a camera nowadays. So if you're out living in the world, even if you're in

the wild, there's likely a camera looking at you. So, you know, in a way that kind of keeps people honest, a little bit,

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Halie Morris 51:35

hopefully, but it's very interesting, because it that whole thing, all the experience with social media and the way information spreads, made this a very interesting experience. And like the woman in Hong Kong, she had to come to America briefly. She's originally from like, LA. So she came back to visit to get some paperwork and other stuff done, visit her cats and do things like that. So she was talking about because that's the first time she had traveled in Hong Kong. I think it's still one of the stricter places in the world as far as regulations and things like that. Whereas in the US, we're so big and so diverse. And, yeah, I mean, many states are the size of small countries, or large countries. So, you know, she flew into California, and she was like, blown away at how different things were. So she's messaging. You know, she's online talking about her experiences there. And then people are responding to that she's got 100, some 1000 followers, right, that are seeing that and being like, well, this airlines doing this or Beauvoir. And so, then there was information like that people like her are talking about their experiences, information about who's testing who's not who's been, you know, following through with their processes and who's not what's going around. I don't hear that as much anymore. Now, what I hear a lot of if people are traveling or things like that is that they get vaccinated in time for the process, submitting the paperwork to show testing or vaccination, you know, records and things like that to travel. That's a lot of what I heard about recently, not as many people are doing it, or if they are doing it the road tripping to mountains and hiking. So

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Humberto Buniotto 53:22

yeah, I mean, I was in. I know, at least I was in Hawaii last month, sorry, my dog is guarding me here. I was in Hawaii last month, they have one of the most because they're an island, they benefit from the only way to get there by flying. So they put on very strict guidelines, you need to get PCR tests within 72 hours. And until last month, even if you've been vaccinated, they didn't take that as a an acceptable way of getting in. And I think was because of the different strains of the virus or they didn't actually, it might be because there is no standard way of showing proof of vaccination. If you vaccinate it's basically a piece of paper, right? So that can be easily faked. And so they really, they hadn't made the change to accept it yet. I think they must have a process in place now. But until then, you had to show PCR tests and you had to do the symptom check and a bunch of questions every day that I was there, I had to go in the app would send me a reminder saying Hey, have you been exposed, you think that you are symptomatic, yada yada, yada. And then, so they had that in place, but, you know, oddly, the United States through the entire



pandemic, until recently until January, almost 10 months after this beginning of the lockdown. We had no requirement for people to get tested to fly back into the states. So I could have flown back home to Brazil and then flown back to the States, I was required to get tested to get in Brazil, but not to fly back into the states is very strange. Because no matter how you slice it, you can't argue that people from different countries flew in positive and helped spread the virus in the state. So another one of those interesting things about the pandemic,

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Halie Morris 55:30

it is very interesting to hear that too, because I know last year, people were saying, oh, there, there's a lot of restrictions coming into the country, our country, like for some reason, a lot of people were telling me, oh, like, you can't just come into the country and not get tested, like they know for sure if they have the virus or not. And then she came in from Hong Kong, I want to say like November, September, November, somewhere somewhere in the fall, and she had to get tested. Like Hong Kong, she was flying one of their airlines, she had to get tested to get on the plane, and had to do all the they had her do all the paperwork, and she had like the form like her health declaration form. And when she got off, nobody would take it. Like she tried to find somebody to take it. And like nobody would take it, she got all the way back to Hong Kong with the same form after her trip. And nobody took the form the entire time. And she was there for two weeks. And she quarantined to the entire time. So she was in the US, but everything was like set to her and things like that she didn't have any interaction. And she did like all of the regulation they had in Hong Kong. And there was nothing to indicate to anybody that she would have been staying around that she had just flown in from a foreign country that, you know, she had not been tested anything. And so that was interesting, because when I mentioned that to other people, they say, Oh, no, everything's regulated. The airlines are very strict.

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Humberto Buniotto 56:58

Yeah, that's definitely not been the case in the States. And, you know, there you have an example of one person who took it upon herself to self quarantine and make sure that she was following the guidelines that she knew what she that she knew works, because Hong Kong was one of the first countries to you know, sort of get things under control. But had I, for example, flown from Brazil, which is a country that's been highly regarded as one of the worst places to go with COVID-19 I think only second to the states in terms of number of infections. The people that are coming into the states from Brazil, don't have the same kind of mindset in terms of quarantine, make sure you don't expose people be able to come in and go on Disney or gone to wherever they wanted to go. Because I don't know, the country is not requiring anything. I'm just gonna do whatever I want. So yeah, it's it's

interesting how each country in in depends on where you come from. The for these protocols work out. So just before we started the interview, I was reading about a couple that was vacationing Bali last week, and I think there were youtubers or instagramers out and some sort of influencer. And they wanted to make fun, they wanted to not make fun, but they wanted to, I don't know, create a post to share on their social media. So instead of walking into the grocery store with a mask, they painted a mask on their face, almost like those body paints. Just to be funny, and film, and they were arrested, and they're now facing deportation, because they were not following the guidelines, and the government is not taking it lightly. So, you know, there you have it a complete opposite end of the spectrum, where, you know, you got a country that's got a lot of tourism, especially from the States and I think she's, she's actually from Hong Kong, but she's lives in California, and their partner is Russian. And, you know, they're they're following it, and they're not messing around. They're, they're serious about it, and they're not going to put up with it. You know, there were there was one couple, couple months ago, before I went, I was looking at the regulation and and you know what the requirements were and a couple was arrested in Hawaii for having forged a PCR test result. So they took a page from like an old test or something. They changed the dates or something and presented it and then they were arrested on the spot and I think they they had their daughter their son with them. So it was a whole thing. I don't know what ended up happening but, you know, even at the state level in the US because state's got to make their own regulations. He varies a lot.

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Halie Morris 1:00:02

It does. Yeah. And I know, I have friends and some of the more southern states that are relaxing, like mass mandates and some of the other things where it's like appear every it's still mandated everywhere. It's a little bit weird to look at their photos, like nobody's wearing a mask, whereas like, you know, if you take off your mask just for a photo here, people give you dirty looks if you're around them. Yeah. So it's just very interesting to see it. As far as like the business perspective, if you have an employee that is grappling for whatever reason, whether it's like a trade show, or work related event or vacation, what do you recommend the business do is like, as far as you know, when they come back to take precautions to make sure that they don't bring anything back with them?

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Humberto Buniotto 1:00:50

Yeah, so what we do, and we actually, we are owned by a group that owns other entities and behavioral health space and technology and other companies as large, pretty large conglomerate. And when they travel, they obviously obviously refer to us for guidance on, you know, what do we do? So the way we've handled that with them and other employers

that work with us is when they return, they would quarantine for at least three days. And that's because we want that sort of that incubation process to take place. And the reason we do three days is because if they could have been infected all the way up until they got an Uber from the airport to their house, right? Who knows. So three days allows sort of the incubation process, and then we would PCR test them on day three, or day four. And if they're negative, then they're likely, you know, they didn't get infected during the trip, they're good to go. That's kind of how we've been handling that. Some companies, what they're doing is they are the companies that actually understand how it works. They have their employees rapid tested when they land or a few hours after. And that's because again, the rapid test is kind of picking out that replication process. And so you're able to identify it there and get PCR tests that again, on day three and four.

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Halie Morris 1:02:26

Yeah, it was just interesting. I know, we're actually a software development company and kind of going back to your background. And we're in the trade show space and things like that right now. And one of our industries that we work closely with is the janitorial. So we do see more trade shows popping up. And with that particular industry, they love the face to face interaction, like they have been a very in person type industry for a long time. So we like to go where your customers are, and meet them at their level. And that that is the thing now we're seeing as we've had people travel for the first time and a while. And to places like you know, Florida and some of the warmer states where it's warmer, you're going to want to be out more without mask outside and doing stuff like that and enjoying yourself and just, you know, taking a mini vacation while you're down there. So I was really curious from that, because that's something many businesses as we come back in, in person are going to see more and more of with some are coming to.

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Humberto Buniotto 1:03:27

So yeah, so we, one of the initiatives that we took about six months ago was to I spoke about that, on the beginning of the interview is to provide testing solution for for events. So we've done a couple of different ones. We've done a couple of weddings, we've done a couple of small trade shows, primarily here in South Florida. We did a corporate get together in Salt Lake City. Two weeks ago, we did another event Seattle, another one in New York. So what we are seeing is that yes, people want to get back to face to face as much as possible. Within reason. Zoom is great, because perhaps if zoom wasn't around, we wouldn't be able to do this interview. Like who knows if I could have flown in you could have flown to Miami who knows like so in a lot of ways. I think it opened up for a lot of opportunity to communicate worldwide. But yeah, the face to face, there's really no replacement for face to face. People like to meet in person and there's definitely value in

that. So what we have been working on or working toward is to offer again, a sort of a comprehensive approach to testing as people want to be in The space together. So what we've been working on is to offer that comprehensive solution where people can kind of be in the same space as safely as possible. So that does not mean you're going to remove your mask, you're going to shake hands, you're going to hug and you're going to know, those guidelines remain in place. So what we do is, what kind of, you know, a couple of different options. So we work with the event hosts to PCR test, everyone who's going to attend the event, within three days of actually showing up to the event. So an example of that would be, let's say, you w A solutions is holding an event in Toledo, Ohio, you're going to have 100 people there, and they're coming from all over the country, perhaps even outside of the country. So you reach out to us, we work with you, or the event hosts say you outsource it to a company to put it together. And we get a list of all the all the guests, we work with you to put together a registration system where all of the guests can register for PCR test, we mail the kit to their house for a cell swab, they send the kit back to the lab directly to the lab, and we report the results directly to the guests and to the hosts. So the guests get to get tested before they even leave the house because it can be positive. And you know, you don't want them to get on the plane. If they're positive, obviously, you don't want them to go to the event. So we report the with the results to them. And we report to the host so that the host has sort of can keep track of everyone that's coming in. And they've been sort of checkmark that they're, they're negative up to that point. Once on the day of the event, and if it's a multi day event, we do it on every day of the event, we rapid test everybody at the event. So then we we have staff that physically goes to the event location. And we set up essentially like a test site where everyone checking in has to have their temperature checked and has to have a rapid test. And the reason we do a rapid test is again because of the replication process. And because the rapid tests are really good at catching the spread early on. And to cover those last 72 to 96 hours, from when when they tested positive or negative PCR at home to the time they actually showed up to the venue. So if they've been infected from a PCR test on the flight, you know, wherever we would pick it up at the entrance of the event. And then we also offer random testing throughout the event. So again, if it's a week long, long event, for example, and somebody becomes symptomatic or doesn't feel well are your indications that they might be positive, we can test them on site as well. And if they do come up positive, we have the ability to do what's called a reflex test, which is a PCR test on top of the rapid tests that get sent out to the lab. So we've seen a lot of different approaches to testing for events. And we think that that's the most comprehensive one right now. I'm sure as technology evolves throughout the year, things are going to change. I mentioned earlier about sort of the instrumented rapid tests that are becoming more and more efficient and, and accurate. So I think a lot of a lot of the testing is going to migrate over to that that side. When you start talking about large events, like a concert, for example, then it gets really complicated because if you're doing a trade show, then you can enforce some sort of

social distancing. Last year, for example, went to Disney in July, in the middle of the pandemic, my gut my, my nephew flew in, they live in Portugal, my nephew flew in to visit me. He really wanted to go and I heard that Disney had really strict protocols in place and they did. I mean, you couldn't even walk around without a mask at all, they would catch it within a second. And you know, some people if you've flown during during the the pandemic, people tend to like hold a drink or something they're eating to kind of make it look like they're actively eating or drinking so they don't have to wear a mask. Disney did not put up with that at all. If you wanted to eat a drink, you have to be in the corner not walking. And so you know you felt pretty safe. But when you're talking about a concert, it becomes really hard to to enforce social Listen, see, because you're literally shoulder to shoulder with people, right? They're having concerts. I think the Oscars, I didn't watch it, but somebody told me that they were out in at a train station for the Oscars two weekends ago, and people were like, 10 feet apart. And it's not the same thing. I don't think you're going to have like a large concert with a third of the guests showing up, right? I don't know how they're gonna do that, I think.

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Halie Morris 1:10:28

Yeah, I've seen where they'll have like sections, so that groups come together, they get their own section, I've seen this for outdoor movie theaters to like, in Hong Kong, and things like that. So I've seen that, like, especially last summer when people were like, desperately need of doing something, or having like a drive up concert. So people were in their cars. But we have Toledo in particular, we have the Solheim cup coming up shortly. And I know it'll be kind of interesting, because there's events coming. And it's going to be down by our river and a park that we have. And so there's going to be events, and then there's going to be a smaller concert area with limited capacity, but there is concert with to two bigger guests, and click wins Tiffani and somebody else are coming in like some big guest. So it's kind of looking like it's shaping up. Like, I think that the concert itself, tickets are already sold out. And that's in like July or August. So I'm interested to see how they move forward with that kind of stuff, too.

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Humberto Buniotto 1:11:29

I think the reason that they're going in that direction, I just actually was looking at tickets to go to a concert in July. So June, July, August, I think things are gonna look a lot different. I know, it seems like right around the corner, but in terms of what's going on, it's like a lifetime. And I think that the reason they're able to do that is because they're going to require that you can show that you've been vaccinated, right? At which point, even if somebody caught in your face, you would likely be okay, because you've been vaccinated? Well, sort of because there are different strains of the virus and it gets a little

complicated, but generally speaking, you would be less likely to be infected and have some sort of health issue, or you're going to be required to get PCR tested. Now, does that completely remove all of the possibilities of being infected now, even somebody who's been vaccinated can get COVID-19, you're seeing that with the different strains, now the Brazil strain and South Africa strain and things like that. But it dramatically decreases the possibility. And so I don't think you're going to have a situation where it's 100%, safe. For 99% of the people that are generally healthy, have been vaccinated or have gotten the PCR test, you're going to be able to get around and do stuff in the summer, I think. And then for the people that are not getting vaccinated, I think, personally, I think is going to become harder and harder to do things. Only because I see, and this is totally a personal opinion. I don't know, this is how it's going to go. But I think that especially as we get into the 60-65-70% vaccination rate in the country, I think the federal government's going to really push for everyone to get vaccinated, and it's going to somehow incentivize people to get vaccinated. And you already seen that with the recent bill, they pushed like, I think they call it a money and pockets vaccine in arms or something. I don't know what it is, but they're physically paying somebody to get vaccinated. That's because, you know, somebody is doing the math is saying, it's gonna cost a lot more for us to keep testing people than you would if we just got to a certain threshold where essentially, if you vaccinate, I think they talk about somewhere around 80% 85%, then you essentially don't need masks or, or, or testing because the virus will go away on its own because he can jump from person to person. That's what they refer to as herd immunity. So But back to what you're saying before, I think what the these large event venues are going to be doing more and more is vaccination or PCR test to winter. And I know that because there is an event happening, may 20, here, the South Beach, wine and food festival, and we're going to be testing a lot of people for that event. And that's exactly what they're requiring. You do a questionnaire on the app, you get PCR tests or you show the you've been vaccinated, and then you can attend and that's an outdoor event. Right? It's not even indoor. So I think that's kind of where that's going to go but I do think that Over time, perhaps end of the year, when he starts to get cold, I think we're going to see the state, the states and federal government kind of ratcheting down on, you know, getting more and more people vaccinated. And we're seeing a lot of that. Even in Florida, for example, like this week, we are going to start mobilizing to provide mobile vaccines. So we're going to retrofit a bus or a van with a bunch of medical staff to go to specific pockets of the state, where people just have either refuse to get vaccinated or have, you know, decided that they're going to wait to see kind of how things go. And so they're going to deploy these mobile units to different parts of the state, you know, parts of the state that are underserved, perhaps people can't get, like don't have a car to drive to a vaccination site, okay, take the day off. So we're going to hold these events on a Saturday is Sunday or whatever, to be able to get to those people, because you have a slice of the population that just doesn't want to get vaccinated. And then you have the other slice that just can't because, you know,

again, it goes back to kind of nature of the business, right? If you work in an office, like for me to be able to take a day off? Yeah, I can because I run a company. So I don't have to respond to anybody. But for somebody working at a grocery store, that might be difficult. Like if their employer is not allowing them to take the day off to go vaccinate is almost like voting, right? You're likely not going to do it. And if you don't have access to a place right around the corner, you're probably going to wait until you can and until you can may be too late.

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Halie Morris 1:16:45

Yeah, no, it, it'll be interesting to see how we go. But from what I've seen, I would agree with you, I, I could see us moving more in that direction to, especially with I mean, you know, for a while people said, Oh, it's gonna be a political thing to get vaccinated. But it really hasn't been I've known people with all kinds of different perspectives decide to start getting vaccinated more and more people who said, I'm going to do it, they were on the fence or said they weren't, and I've seen them get vaccinated. You know, like, halfway houses vaccinated, I've got one more shot to go. So it is very interesting to see, it'll be interesting to see, you know, businesses going forward, as far as requiring for in person, if they require to be vaccinated or things like that. So I'll be interested. Alright, I see. Do you have any other remarks or any other points that you would like to touch on before we wrap up?

H

Humberto Buniotto 1:17:46

Um, no, I think I think we've covered a lot.

H

Halie Morris 1:17:50

I think we did two, I think it was very good, though. It's super informative, and somebody listening in, I think they're going to be able to follow along with this conversation. And they'll be able to ask you questions. So we'll, we'll set up a place that they can submit questions that they have or things like that, and that we can share them with you. And we can keep this conversation going after the episode is live. So

H

Humberto Buniotto 1:18:09

that'd be awesome.



Halie Morris 1:18:10

Alright, so as you heard everyone, if you have questions regarding any of the topics that we talked about, or anything that lab dx might be able to help with, you can just send them right over to us through our email, or you can go over to our landing page, and we'll have a place for you to submit them there. So thank you for tuning in. And keep watching as we continue to provide more resources and material. Thank you