

# 2024

JAN 31 - FEB 3  
ORLANDO, FL



# TRAINING EVENT & TRADE SHOW

January 31, 2024  
MACS Golf  
Tournament

February 1-3, 2024  
Training &  
Networking

February 2, 2024  
Trade Show

**TRAINING  
from The BEST  
of The BEST**



MACS is thrilled to return to the beautiful Rosen Centre Hotel in Orlando, FL! Join us for three+ days filled with knowledge, networking, and cutting-edge innovations in the mobile air conditioning and vehicle thermal management industries. We've revamped our training schedule and added exciting special events.

## highlights

Prevost Training Field Trip  
Carm Capriotto Keynote & Town Hall  
Refrigerant Manufacturers Panel  
A/C Basics for the New Technician

## AFFILIATE ACTIVITIES

AMRA/MAP Technical Conference  
SAE HFTC6 Committee meeting  
SAE ICCS Committee meeting  
[macsmobileairclimate.org](http://macsmobileairclimate.org)

# 2024

# sponsors

## TRAINING EVENT & TRADE SHOW

### program



Positively Innovative

Chemours™



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### general



GALAXY™ HOSE



ITW SEXTON



PREVOST  
THE ULTIMATE EXPERIENCE



### golf hole



Chemours™



**2024**

**welcome**



**TRAINING EVENT & TRADE SHOW**

**44th Annual Training Event and Trade Show**

The Mobile Air Climate Systems Association (MACS) welcomes you to join us in Orlando, FL for our 44th annual Training Event and Trade Show at the Rosen Centre Hotel. The MACS Training Event provides a forum that joins all industry segments and professionals together to foster growth and expand knowledge across all aspects of Vehicle Thermal Management. By facilitating relationships industry-wide, MACS allows industry professionals to easily attain the information they need to better serve their customers through the entire chain including Manufacturers, Distributors, Service Providers and Educators.

Over three+ days, attendees can learn from 35 speakers and choose from 70+ hours of Mobile A/C and Vehicle Thermal Management training. Presentations will feature service and repair knowledge for automotive, light-duty trucks, heavy-duty and off-road trucks, busses, and electric vehicles. Multiple social events provide important networking time to create and grow relationships. MACS holds the only mobile A/C product specific Trade Show in the United States. This is your opportunity to meet the expert industry vendors of parts, tools and equipment, and chemicals. MACS will also hold complimentary Section 609 classes in English and Spanish.

New for 2024, MACS will hold an "A/C Basics for the New Technician" class on Friday that includes Mobile A/C Best Practices, Section 609 Certification class & test along with access to the trade show.



**Companion Tour**

**Winter Park Scenic Boat Tour & More!**

**THURSDAY, FEBRUARY 1ST** (\$99/PERSON)

Join us for a day of sightseeing and culture in Winter Park. Located on Lake Osceola in the quiet suburb less than 10 minutes from downtown Orlando, the Winter Park Scenic Boat Tour is an hour long, guided cruise through three of the seven lakes and two, narrow manmade canals on the tranquil Winter Park chain. Enjoy the flora & fauna of this off the beaten path experience!

The day will continue with admission to the Morse Museum. This Museum houses the world's most comprehensive collection of works by Louis Comfort Tiffany (1848 1933), including the artist and designer's jewelry, pottery, paintings, art glass, leaded glass lamps and windows; his chapel interior from the 1893 World's Columbian Exposition in Chicago; and art and architectural objects from his Long Island country estate, Laurelton Hall.



# 2024

# schedule at a glance

## TRAINING EVENT & TRADE SHOW

### Wednesday, January 31

#### REGISTRATION 10:00 AM-5:00 PM

SAE HFTC6 Committee 8:30-11:00 AM

ANNUAL GOLF TOURNAMENT

Eagle Creek Golf Club 12:00 PM

PREVOST OFF-SITE TRAINING

12:30-5:00 PM

### Friday, February 2

#### REGISTRATION 7:00 AM-5:00 PM

Continental Breakfast 7:30-8:00 AM

General Session/Moderated Refrigerant Panel

8:00-9:45 AM

A/C Basics for the New Technician 8:00-11:00 AM

Trade Show 10:00 AM-4:00 PM

Grab A Bite Lite Lunch 12:00-1:00 PM

EPA Section 609 Certification Class & Testing

English 1:00-3:00 PM

EPA Section 609 Certification Class & Testing

Spanish 1:00-3:00 PM

Afterparty and Networking Social 4:00-5:00 PM

### Thursday, February 1

#### REGISTRATION 7:00 AM-5:00 PM

Continental Breakfast 7:30-8:00 AM

Training Classes 8:00-11:15 AM

SAE ICC Meeting 8:30 AM-4:00 PM

Companion Tour 9:30 AM-3:30 PM

Keynote Luncheon/Pioneer Awards 11:30 AM-12:45 PM

Training Classes 1:00-4:15 PM

MACS Member Meeting 4:30-5:00 PM

North American Vehicle Market Data 5:15-6:00 PM

Welcoming Reception Poolside 6:30-8:00 PM

### Saturday, February 3

#### REGISTRATION 7:00 AM-2:00 PM

Continental Breakfast 7:30-8:00 AM

Training Classes 8:00-11:15 AM

Town Hall Lunch 11:30 AM-12:45 PM

Training Classes 1:00-4:15 PM

**Morning Coffee Break**

Sponsored by

**Honeywell**

**Afternoon Snack Break**

Sponsored by

**DAIKIN**

**Event Badges and Lanyards**

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**UAC**

**Event Bags**

Sponsored by

**sunair**  
products

**Heavy Duty  
Program**

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**Danfoss**

### Wednesday Training & Events

12:30–5:00 PM (Reservation Required)



**Robert Hitt, Volvo Prevest**  
Fundamentals of Motorcoach HVAC

**Join MACS for a special two-part training seminar, presented by Prevest!**

Part 1: Attendees will be transported to the Prevest Service Center in Winter Garden, FL for hands-on training that includes a facility tour. We'll see the training center, parts department, service shop and get up close to the components that cool these 56-passenger vehicles. Registration is limited. (Part II, See Thursday AM)

Sponsored by



12:00 Noon Shotgun Start  
(Reservation Required)

**MACS 2024 Annual Golf Tournament**

The 2024 MACS annual golf tournament is always a valuable and enjoyable networking event. Recruit your foursome now, to get ready for a day of sport and camaraderie on the Scottish style links at the scenic Eagle Creek Golf Club.

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**Chemours**

### Thursday Training & Events

8:00–11:15 AM



**Robert Hitt, Volvo Prevest**  
Fundamentals of Motorcoach HVAC  
When comparing the size of mobile A/C systems, it's hard to find one bigger than a motorcoach! Many of these systems have three or four evaporators, compressors the size of a small gasoline engine, and hold 26-pounds of refrigerant!

8:00–11:15 AM



**Tom Rayk, AVI**  
Hybrid EV Maintenance Opportunities – Cooling Systems  
Service opportunities for hybrid and electric vehicles are increasing for all shops. This course covers Hybrid/EV cooling system components, inspection, diagnostics, and maintenance procedures required to keep them in optimal operating condition.

8:00–11:15 AM



**Jerry Mungle, ACDelco**  
HVAC Controls, Diagnostic and Service Techniques  
This Seminar will provide technicians with the diagnostic techniques and strategies required to diagnose non-refrigerant related issues with the HVAC electronic controls that impact electronically regulated compressor operation and the air delivery system.

8:00–11:15 AM



**Pete Meier, Dorman Products**  
Using the Scan Tool and Scope for Drivability Diagnosis  
There are only four areas of focus when diagnosing drivability issues, especially when the complaint is not accompanied by a related Diagnostic Trouble Code (DTC). In this class, learn how to use a scan tool and digital storage oscilloscope (DSO) to narrow down the cause of your customer's engine performance concerns quickly and accurately.

8:00–9:30 AM



**Dave Hobbs, Delphi Technologies**  
Emerging Technologies in Propulsion  
HEVs, PHEVs and BEVs are on the their way to becoming the norm instead of the exception. Will the combustion engine go the way of the horse? How will this affect your vehicle service opportunities? In this program, Delphi will share some insider tips.

# 2024

# training

## TRAINING EVENT & TRADE SHOW

### Thursday Training & Events

**8:00-8:45AM**



**Jeff Moredock, Sy-Klone International**  
ISO 23875, Smart Cabs, and the Future of HVAC Design

Jeff will lead a discussion through the world of cab air quality from the perspective of standards, regulations, markets, and research. Jeff was the lead researcher for NIOSH on the recently completed NIOSH Smart Cab project, which is the culmination of 17 years of work in operator enclosure air quality.

**8:45-9:30 AM**



**Frank Woodson, Gates**  
Cooling Systems – A Photo Gallery of Failed Water Pumps and What They Are Telling Us  
This session is going to concentrate on photos of water pumps that Gates has examined during

their bi-annual water pump warranty sorts. What are these water pumps telling us? What are the “best practices” in cooling system maintenance to help us avoid seeing examples of water pumps like this in the future?

**9:45-11:15 AM**



**Peter McArdle, Four Seasons**  
Eliminating A/C Comebacks

An A/C repair that leaves the shop blowing ICE cold air but comes back blowing warm, in a day, or even a year can be very frustrating. Join us for this class where we will share 12 essential strategies for eliminating A/C comebacks.

**9:45-11:15 AM**



**Joe Long, Peak / OWI**  
Today's COOLANTS and DEF

Topics covered will include:

- Coolant colors and technology
- Today's issues with heat transfer
- Why Nitrite Free
- How to test coolant in the field
- DEF – how can I prevent issues in my SCR System

## Keynote Luncheon Sponsored by **MAHLE**

**11:30 AM-12:45 PM**



**Carm Capriotto, Remarkable Results**

### Does Your Shop Reflect the Innovation and Continuous Improvement We Admire at NASA?

The service industry can learn a lot by looking at NASA. We can take lessons from launch to touchdown on what it takes to serve our clients. We need to innovate, strive for perfection, learn from our mistakes, and have a continuous improvement standard.

Carm will draw innovative parallels on how our automotive repair service industry can emulate NASA by taking 5 of their key principles into the culture of our repair centers. As the aftermarket's premiere podcaster with Remarkable Results Radio, the gold standard of auto repair shop podcasts, he has over 1200 episodes he has championed that have produced some of the best insights, thoughts, ideas, and wisdom that he pulls on to share with you.

### Thursday Training & Events

#### 1:00-4:15 PM



**Al McAvoy, Stellantis**

**Stellantis 2024-25 HVAC Update**

Introducing the all-electric 2025 Ram Rev Pickup! Stellantis plans for more than 25 EVs in the US by 2030:

- Dodge Hornet and Alfa Romeo Tonale PHEV
- Ram ProMaster BEV
- Chrysler Airflow
- FIAT 500
- Jeep Avenger
- Jeep Recon
- Jeep Wagoneer S
- Dodge Charger Daytona SRT

#### 1:00-4:15 PM



**G Truglia, Dorman Products**

**Critical Thinking-Diagnostic Strategies "2024"**

Success in diagnosing today's high-tech systems requires a high-tech approach. This class covers

the tools you need to cope with these challenges. You'll learn to develop a diagnostic process and a diagnostic "Game Plan".

#### 1:00-4:15 PM



**Jerry Mungle, ACDelco**

**Refrigeration Diagnostics and Service Procedures**

Designed for technicians with prior understanding of the refrigerant cycle and system operation, this seminar

will provide technicians with techniques and strategies required to isolate the root cause and perform repairs of failures in R-134a and R-1234yf equipped Air Conditioning A/C systems.

#### 1:00-4:15 PM



**Mike Bailey, the AutoProf**

**High Voltage HVAC**

Electric HVAC systems are used in EVs, and there's a lot to learn about how they work! Join Mike Bailey, the Auto Prof, to learn about HV

Battery Power Supply, Main Disconnect/Safe-Down Procedures, and HV components, operation, and testing.

#### 1:00-4:15 PM



**Peter Orlando, AAP / CTI**

**Hybrid and EV Climate Control Operation Using Scan Tool Analytics**

We will Cover:

- Climate Control System Performance Tests on Hybrid and EV systems
- Understanding HVAC data parameters
- Power of "Grouping" Graphed data

#### 1:00-2:30 PM



**Sherwood Wheeler, AGCO**

**AGCO Equipment HVAC Service & Repair**

Sherwood's program will feature HVAC product updates on AGCO built products including TSB information and refrigerant capacity updates for new models.

#### 2:45-4:15 PM



**Jerry Lemon, Lemco Mobile A/C Consulting**

**Field Service Tools & Techniques for off-road A/C**

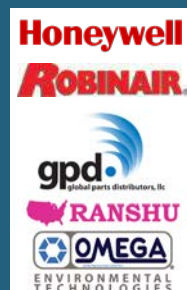
Dive into the world of A/C service tools specifically designed for HD & off-road equipment. Gain insights into their practical applications to perform efficient field service.

## Poolside Welcoming Reception

6:30-8:00 PM

Indulge in a selection of invigorating drinks and delectable cuisine while basking poolside at our welcoming reception. Soak up the invigorating Florida sunshine, sounds of the steel drum band and refreshing breeze as you connect and network with your colleagues.

Sponsored by



# 2024

# training

## TRAINING EVENT & TRADE SHOW

### Friday Training & Events

#### 8:00-11:00 AM

#### A/C BASICS FOR THE NEW TECHNICIAN

Are you new to the world of mobile A/C? Ever wonder what's going on inside those pipes? Do you have new technicians working at your shop who could benefit from an A/C basics class?

On Friday, February 2, 2024 from 8am-11:00am, MACS will host, "A/C Basics for the New Technician", geared towards those who are new to the field or just want a refresher on air conditioning and refrigeration fundamentals. After class visit the MACS 2024 Trade Show and enjoy a Grab A Bite Lunch!

#### 8:00-9:45 AM

#### MACS GENERAL SESSION

MACS Update  
EPA Update  
Refrigerant Manufacturers Panel

#### 1:00-3:00 PM

#### SECTION 609 CERTIFICATION PREP CLASS & TEST

Available In English  
y en Español

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#### 10:00 AM-4:00 PM

#### MACS TRADE SHOW GRAB A BITE LUNCH

Sponsored by



#### 4:00-5:00 PM

#### AFTERPARTY AND NETWORKING SOCIAL

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### Honeywell

### Saturday Training & Events

#### 8:00-8:45 AM



**Gerald Morris & Erick Njos, Caterpillar**  
Caterpillar Update for Off-Highway Equipment

- Field service quality updates
- Using a thermal imaging camera as a diagnostic tool
- In depth look at troubleshooting A/C system with pressure switches and pressure sensors
- Alternative refrigerant for off-highway machines - update



#### 8:00-9:30 AM



**Andy Fiffick & Bill Snow, RadAir Complete Car Care and Tire Centers**

Starting And Managing Your Internet Presence from Scratch

From the beginning of claiming your sites to advanced strategies and tactics to master communicating with your customers and getting found on-line.





## Saturday Training & Events

**8:00–9:30 AM**

**Agnes Perez, AAP-PR (SPANISH)**

Mejores practicas: Teoría, diagnósticos y procedimientos del sistema de aire acondicionado automotriz

Este curso describe los procedimientos de servicio y reparación de aires acondicionados relacionados a los sistemas móviles. Los procedimientos descritos en este programa deberán ayudarte a garantizar un diagnóstico más preciso, realizar reparaciones de alta calidad ayudando en la reducción de las reparaciones y logrando una mayor satisfacción con el cliente.

**8:00–11:15 AM**

**Dave Hobbs,  
Delphi Technologies**

ABCs of Electric Vehicle Charging

Some vehicle owners say that the “ABCs” for BEVs (Battery Electric Vehicles) stand for “Always Be Charging”. The real “ABCs” for every successful service professional is developing the flexibility to adapt to technologies that seem to Always Be Changing! Delphi Technologies brings you the latest changes in J1772 charge plug diagnostics and tech tips.

**8:00–11:15 AM**

**Mike Bailey, the AutoProf**

Hybrid and EV Thermal Management  
Refrigerant systems in Hybrids and EVs don't just cool passengers; they're used to cool AND heat passengers, along with the

vehicle's battery and power electronics systems.

**8:00–11:15 AM**

**Pam Oakes, autoINENG.io**

HVAC-Heat Pumps Demystified with Hands-On Lab

More hybrids to BEVS, more plumbing! Learn how coolant and refrigerant work in tandem to keep occupants comfortable and the HV battery even more so...

**8:45–9:30 AM**

**Aaron Clark, Danfoss**  
 MAC Hose Application and Troubleshooting

Numerous reasons exist for premature failure of hoses in MACS applications, this presentation is designed to explore the factors that influence the selection and application of various hose designs.

**9:45–11:15 AM**

**Kermit Walden, Trans/Air**  
 The Ins, Outs and In Between Of Bus Air Conditioning

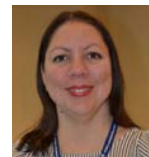
This presentation will discuss the components, their functions (in detail), how they are connected and how they work together. Kermit will also talk about the installation process.

**9:45–11:15 AM**

**Matt Farel, INFICON & John Duerr,  
Spectronics**

Leak Detection Tools and Methods for EV Applications

Leak detection is one of the most important steps when servicing an A/C system, and we have two main tools at our disposal: UV dye and ELDs. Brought to you by the experts in both categories, this class will show you the right tools to use and the right ways to use them.


**9:45–11:15 AM**

**Agnes Perez, AAP-PR (SPANISH)**

Enfriamiento en el sistema del auto eléctrico  
Durante este curso informativo podrás aplicar y conocer por qué es importante el enfriamiento en los autos eléctricos ya que contienen muchas

piezas que generan calor. Estos autos contienen una batería de alto voltaje de litio y está genera calor lo que puede provocar incendiarse si no es enfriada correctamente.

### Saturday Training & Events

1:00-2:30 PM



**Peter McArdle, Four Seasons**

Eliminating A/C Comebacks

An A/C repair that leaves the shop blowing ICE cold air but comes back blowing warm, in a day, or even a year can be

very frustrating. Join us for this class where we will share 12 essential strategies for eliminating A/C comebacks. We will explain the magic of forming gas leak detection, thermal expansion valve service tips, electronically controlled variable displacement compressor (eVDC) service and much more.

1:00-4:15 PM



**Peter Orlando, AAP / CTI**

Hybrid and EV Climate Control Operation Using Scan Tool Analytics

We will Cover:

- Climate Control System Performance Tests on Hybrid and EV systems
- Understanding HVAC data parameters
- Power of "Grouping" Graphed data
- Using Scan Tool Active test functions
- OE vs Aftermarket information
- Diagnosis of Hybrid and EV HVAC systems using Scan Tool Analytics

1:00-4:15 PM



**Tom Rayk, AVI**

Electric A/C Diagnostics & Repair

HVAC is becoming more complex in today's vehicles, and this course will present cutting-edge HVAC diagnostic procedures. This course will cover

conventional HVAC systems and discuss electric and hybrid electric heating and cooling systems. Objectives:

- Define an Automotive HVAC System
- Explain the Different Components that Make Up an HVAC System
- Describe Common Causes of Failures of HVAC Components
- Identify When to Flush & When to Replace Components
- Explain Proper HVAC Testing Procedures
- Leak Detection with GM Factory Authorized Too
- List Common HVAC Diagnostic, Recovery, & Maintenance Tools
- Describe the Difference Between Conventional & Electric Vehicle HVAC Systems
- Explain When a Scan Tool Can Help

1:00-4:15 PM



**Jerry Lemon,**

**Lemco Mobile A/C Consulting**

Heavy-Duty Truck and Agricultural Machinery Mobile A/C Best Practices

Servicing heavy-duty A/C systems has become more complicated in recent years as vehicle and equipment OEMs continue to build more modern and complex systems. Presented by MACS, the worldwide leader in mobile A/C information and training, this clinic will help service technicians to better understand component design and integration, testing, and replacement, along with recommended best service practices to get the job done right the first time.



### Town Hall Lunch Saturday

11:30 AM-12:45 PM

A Town Hall hosted by Carm Capriotto to discuss the current Hot topics that affect both the passenger/Light Truck and Heavy Duty/Offroad/Bus sectors of our industry.

# 2024

# lodging



## TRAINING EVENT & TRADE SHOW

### Host Hotel

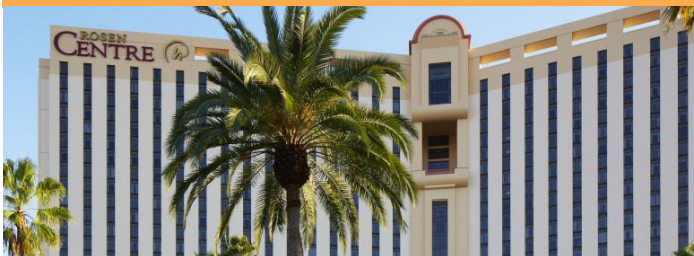
Rosen Centre Hotel, Orlando, FL  
January 31-February 3, 2024

MACS has made every effort to secure the best group room rate for you at the 2024 Training Event and Trade Show at the Rosen Centre Hotel. The MACS negotiated rate for a single/double occupancy room is \$209 plus tax, per night.

For reservations, please go to the MACS 2024 Training Event page on our website [macsmobileairclimate.org](http://macsmobileairclimate.org) for the reservation link, or call (800) 204-7234.

Please remember to mention you are part of the MACS Training Event & Trade Show. Room reservations must be made by January 10, 2024, after which reservations and substitution request will be accepted only if hotel space is available.

Remember to keep your confirmation number. Please advise the hotel regarding any disabilities or special requirements. Check-in time after 3:00 pm and check-out time is 11:00 am. Standard in room Wi-Fi is complimentary.



**NOTE: Beware of bogus hotel reservation companies:** MACS and the Rosen Centre Hotel are NOT affiliated with any third party for booking hotel rooms. Should you be contacted to book your hotel room through a third party, please know this is likely a scam. Please report any suspect activity to MACS.

**Visit the TSI Supercool Booth in the Trade Show to pick up your collectible event T-Shirt!**

## WE SPECIALIZE IN HOT CARS!



[supercool.ac](http://supercool.ac)

# 2024

# registration

**SAVE \$\$\$ BY PRE-REGISTERING NOW!**

**Register:** Email [info@macsmobileairclimate.org](mailto:info@macsmobileairclimate.org) | **Call** (215) 631-7020 | **Online** [www.macsmobileairclimate.org](http://www.macsmobileairclimate.org)

**ARE YOU A MACS MEMBER?** (check one)

- Service/Installer
- Distributor
- Manufacturer/Supplier
- Educational/Training Facility
- Individual

Name \_\_\_\_\_ Company/Shop \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State/Province \_\_\_\_\_ Zip/Postal Code \_\_\_\_\_ Country \_\_\_\_\_

Email \_\_\_\_\_ Onsite cell number \_\_\_\_\_

Emergency contact \_\_\_\_\_ Emergency contact cell \_\_\_\_\_

## Registration

Wednesday, January 31–Saturday, February 3, 2024

- Member \$495**
- Non-Member \$695**

**INCLUDES:**

- All Training sessions Thursday & Saturday
- Keynote Lunch
- Welcoming Reception Poolside
- Friday AM General Session
- Trade Show Exhibits & "Grab-A-Bite" lunch
- Post Trade Show After Party
- Saturday Town Hall lunch w/ Carm Capriotto

**Optional Events** (Additional Registration Required):

- Annual Golf Tournament – \$130
- Prevost Offsite Training – \$49
- A/C Basics for the New Technician – \$99
- Complimentary EPA Section 609 Certification
- Companion Tour – \$99

**Total:** \_\_\_\_\_

Prices above valid only until January 19, 2024

The health and safety of our attendees, exhibitors, guests, and staff are of utmost importance. By accepting your event registration, attendees, exhibitors, guests, and staff agree to abide by all local, state, and federal laws, regulations, declarations, and rules put in place for the benefit of your health and safety.

Any personal data (e.g., your name, company affiliation, address, phone number and email) provided to MACS is used to process your requested registration and for contact purposes. Information on persons registered to attend the forum are provided to the host hotel to ensure that each reservation related to the MACS event is acknowledged and counted by the host hotel. The list of convention attendees is also provided to exhibitors, who may want to follow up with attendees to offer information regarding their products or services. By submitting this registration form to MACS, you are consenting to usage of your personal data in the manners described above. View our privacy policy at [www.macsmobileairclimate.org](http://www.macsmobileairclimate.org) for what is personal data and about our use and storage of your personal data.

**PHOTO RELEASE:**

By submitting this registration to MACS, you give your permission to the Mobile Air Climate Systems Association (MACS) to use your company/staff image for MACS publications that do not endorse any specific commercial product. Residents of any of the countries which are part of the EU, and the EEA will receive a separate form from our office concerning photo release and Personal Data.

**Cancellation Policy:** Cancellations must be received on or before January 19, 2024, to receive a refund. There is a \$50 cancellation fee. Cancellations after January 19, 2024, and "no-shows" will forfeit the full registration amount. Your badge and function tickets will be waiting for you on-site.

**Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

Enclosed is my check for \$ \_\_\_\_\_

NAME ON CARD \_\_\_\_\_

Please charge to (check one):

CARD # \_\_\_\_\_

- Mastercard
- Visa
- Discover
- American Express

EXPIRATION \_\_\_\_\_ SECURITY CODE \_\_\_\_\_

Contributions or gifts to MACS are not deductible as charitable contributions for Federal Income Tax purposes. Dues payment may be deductible by members as an ordinary and necessary business expense. Pre-registration will save you money. Prices at the Training Event will be 10% higher than those above.