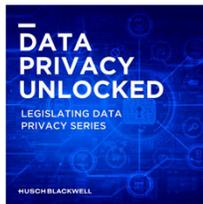


## Data Privacy Unlocked: Legislating Data Privacy Series



### Episode 2 – Data Privacy Unlocked: A Conversation with Representative Steve Elkins of Minnesota June 28, 2021

Speaker	Statement
<b>David M. Stauss</b>	<p>The emergence of broad state consumer privacy legislation has been one of the dominant stories in privacy law since at least June 2018, when California lawmakers passed the California Consumer Privacy Act in response to Alastair Mactaggart’s ballot measure. State lawmakers have jumped into the void created by the absence of federal privacy legislation and tackled this complicated issue. In 2021 alone, lawmakers in 26 states proposed CCPA-like privacy legislation. While the federal government may eventually pass federal privacy legislation, there can be no doubt that state lawmakers are at the forefront of developing the principles that will form the foundation of privacy law in this country. Given the importance of these issues, we decided to launch a limited podcast series, interviewing some of the prominent state lawmakers who have authored these bills. Our guest today is Representative Steve Elkins from Minnesota. He is a member of the Democratic Farmer Labor Party. Representative Elkins is one of the authors of HF 1492, which is entitled, The Minnesota Consumer Data Privacy Act. Representative Elkins, thank you for joining us today.</p>
<b>Representative Steve Elkins</b>	<p>Well, thank you for having me. I appreciate the opportunity.</p>
<b>David M. Stauss</b>	<p>I wanted to start off our... As you might suspect, our listeners are avid followers of state privacy laws. But would you please just give them an</p>



Speaker	Statement
	update of where your bill stands as of today? We're recording this in early June 2021.
<b>Representative Steve Elkins</b>	Sure. So, my bill was introduced at the beginning of the session this year, and this is a budget year in Minnesota and so there really wasn't much time on the calendar to hear very complicated policy – only bills like this one. So, what we'll be doing here is – over the summer during the interim between sessions – we'll be doing an informational hearing so that stakeholders will be able to weigh in on the bill as it stands and provide input. And then, when we reconvene at the beginning of February next year, I'll be making a big push to get the bill formally heard, and passed in 2022.
<b>David M. Stauss</b>	Let me ask you... Before we jumped on the podcast, you were sharing with me your interaction with Senator Carlyle out of Washington. And I think if you review your bill you'll certainly note that it's based off of the Washington Privacy Act, which also became the Virginia Consumer Data Protection Act. Can you just explain for our listeners how that works? I mean, how your interaction with Senator Carlyle and his office works?
<b>Representative Steve Elkins</b>	<p>Sure. The very first version of this bill actually about in 2018 was brought to me by a lobbyist for Microsoft, actually. And I learned later it was basically like an early first draft of Senator Carlyle's 2018 version of this bill. And then as I dove into the topic more myself – I've got an IT background; I was an information architect for 25 years... But I thought that this would be something that I could take on if it made sense. I made it clear that when I took the bill that I would be offering it as kind of a convener for discussion rather than as an advocate per se.</p> <p>But as I began to speak with stakeholders, one of the things that I found was that, you know, there was kind of a consensus that, you know, we know that Congress really ought to be taking this on, but there's no sign that they actually will. Therefore, it's going to default to the states to pick this up. And everybody was telling me that the bills that Senator Carlyle and his staff were writing in Washington accomplished many of the same goals as the CCPA, but they were just much better written. And so I and many others including the folks in Virginia basically have taken it upon ourselves to use the bills he's writing in the state of Washington as our template so that we don't, in the end, end up with a completely different, you know, 50-state, state-by-state hodgepodge of bills – that there's a baseline of commonality among these bills. And that the states themselves – we're playing our proper role as the</p>



Speaker	Statement
	<p>laboratory from which Congress will take its ideas when they finally do decide to act.</p> <p>And so with each year, I've been doing the same thing. I've been picking up on his language. This year his bill also picked up definitions and other improvements from the California Privacy Rights Act, the CPRA, which is an improvement on California's originally CCPA. And so, I know that he and his staff are making a concerted effort to make sure the bills they write are consistent with what's coming out of California. But there's nothing directly contradicting anything that's in the California bills. But they're just much better written than anything coming out of California and I think that's why many of us are using his bills as a starting point.</p>
<p><b>David M. Stauss</b></p>	<p>Yeah, you mentioned Virginia in your comments. You know, obviously, Virginia passed a version of Senator Carlyle's bills. It has some differences to it. But seeing a state like Virginia pass a bill that you support, does that motivate you to get your bill passed more? Does that help? I mean, how does that factor into your analysis, if at all?</p>
<p><b>Representative Steve Elkins</b></p>	<p>I'm envious that Virginia was the first one to get the bill across the finish line. The theme this year has been, that, you know, people trying to get these bills through and just, you know, running out of time and the limited amount of time that state legislatures typically have to meet. But as you mention, the Virginia bill is very closely modeled after the Washington bill as is mine. One of the big differences is this – little things, like the definition of a sale is more liberal in the Virginia bill than was originally written in the Washington bill.</p> <p>You know, I'm finding that there are three main flash points as I talk to more and more stakeholders. And I've actually <b>not backed this up.</b> <b>Formal</b> stakeholders' emailing list that's got like 50 parties in it right now already. But the biggest flash points seem to be either, you know, should or should not there be a private right of action for individuals to, you know, be able to go to court on their own behalf versus relying on state attorneys general to enforce the act?</p> <p>In Carlyle's bill, which is strictly attorney general enforcement and the way my bill will be introduced, it will also be strictly attorney general enforcement. But I know that's been a major sticking point preventing him from actually getting his bill passed in Washington. And so I'm already working with the local ACLU and the <b>trial</b> lawyers in Minnesota to draft an amendment that would add a private right of action in a way</p>



Speaker	Statement
	<p>that during the committee process rather than <b>[inaudible-7:24]</b> about it myself, it's not something that one way or another I want to see kill the bill. So, you know, I'm going to personally let the chips fall where they may on that particular one.</p> <p>One of the other big points is opt in and opt out: Which classes of data should be opt in or opt out? In the Washington template it's, you know, opt in for anything that the bill defines as personal information, and opt out for everything else. Again, I think that there will be stakeholders that want opt in for everything. I'm not sure that that's practical in light of the precedence that has been set in California.</p> <p>And the other big item that people want to talk about is the definition of a sale because depending on whether data has been sold or not, you know, there are certain protections that associate with that. And one of the big differences between the Washington bill and the Virginia bill is that in the original Washington bill, a sale occurs anytime there's an exchange or valuable consideration. And the Virginia bill, the way it passed, it's only a sale if money passes hands.</p> <p>I am in the, personally at this point in favor of keeping it the way it was in Washington. There have been highly publicized cases such as the one involving the Flo application that many women use to track their reproductive cycles, where they made it some kind of a deal with Google and one other web data analytics company. And apparently part of the deal is either an exchange for analysis of the data or a discount on the cost of analyzing the data. It looks like part of the deal is that you do this analysis for us and we'll let you keep a copy of the data.</p> <p>And Flo had made a very big deal out of promising its clients that it would never share this very personal private information, and then they did. And it's not clear that there was anything other than a barter relationship here, which might not have passed the definition of a sale under the Virginia law. So, I'm at this point looking to keep a sale as being defined as any exchange of valuable consideration like in the original Washington bill.</p>
<b>David M. Stauss</b>	<p>Let me ask you about – pick up on one of the themes I think you had earlier. I have noticed... And we're going to be talking to a number of state lawmakers across the country as part of this podcast series. And they spend – you know, this is not all Democratic lawmakers; this is Republican lawmakers as well, right? And it has really struck me as I've gone through this process that you get people on both sides of the aisle who want this type of legislation to pass. Has that been your experience</p>



Speaker	Statement
	in Minnesota, or has it been different there?
<b>Representative Steve Elkins</b>	No, I think that's true. This is something that should not be a partisan issue. That being said, I'm having trouble exacting a promise from the chair of the relevant committee in the Senate to give me, give the bill the same kind of a hearing that I'm guaranteed in the House. So, you know, you never know what's going to end up being, turn out to be, partisan at some point in the negotiations. But I don't see anything inherent about anything that's being legislated here that ought to be construed as partisan. We're all very concerned about privacy.
<b>David M. Stauss</b>	Let me ask you as well: You mentioned stakeholders involved in the process, and I wanted to kind of dig a little bit deeper on that. Would you explain to our... I think it's a part that's really lost in the news reporting to a certain extent, which is basically, like, the inside baseball aspect to all of this, right? Like, how this process actually works out from your end, right? I gather you're being approached by a number of different people with different interests. Can you just talk about that a little bit and shed some light on that?
<b>Representative Steve Elkins</b>	<p>It has been fascinating because, you know, as soon as the first version of the bill was introduced just as our session was ending in May of 2018, you know, interested stakeholders have been beating a path to my door. And, you know, literally I now have a formal email list of stakeholders that has over 50 people on it just because there is such a national interest in this. So, some of the interesting patterns that I've noticed, for example, you know, I mentioned at the beginning, the original version of the bill was brought to me by Microsoft. And in speaking with reporters, one of the first things they'll ask me is, "Why do you think Microsoft wants this bill passed? They must have some hidden motive." And, you know, so far the only motive I've been able to see and I noticed that one of these breakdowns is that all that I would characterize as kind of the platform technology vendors – the Microsofts, the Apples, the IBMs – all seem to be in favor of this kind of legislation and when we talk to them they say, "Well, we know this is coming. It's inevitable. We want to be at the table to help, you know, shape the legislation so that what emerges from the legislative sausage-making process is something that's actually practical."</p> <p>On the other hand, the, what I call the data-centric IT vendors – the Facebooks, the Googles, the Amazons – have actually been very difficult to engage in the discussion. I've had relatively little conversation with any of them – actually no conversation whatsoever</p>



Speaker	Statement
	<p>with either Facebook or Google. And you would think that they would be highly interested. And if nothing else, if they're opposed to this – and judging from the reaction in California it would appear that they generally are – that they are at least reaching out, and they aren't.</p> <p>But some of the other business...retailers more generally are very interested in this – banks, insurance companies, everybody in financial services. I had a very interesting conversation with the folks from... There's actually a trade association – a small one – that represents companies like Ancestry.com and 23andMe. That one was a fascinating one. As it turns out that there's been, for example, a lot of concern about law enforcement's use of genealogy data. I learned that they're not getting it from Ancestry or 23andMe. There's another firm where you can take your data from 23and Me or Ancestry and upload it to this third site and it's there where they do these kinds of pattern matchings to, you know, help you find distant relatives or whatnot. And so it's only, you know, people who are contributing their data to this third site where it's leverage-able by law enforcement, potentially. So, it's been...the learning process has really been fascinating.</p>
<b>David M. Stauss</b>	<p>So, you mention the role states play in this, in the absence of sort of the federal government having the... We've had lots of bills proposed on the federal level. And I think, you know, people like me get excited every time something gets proposed, and we get our heart broken, right? It's like being a Red Sox fan or something like that. Or, I guess, well, back in the day being a Red sox fan or a--</p>
<b>Representative Steve Elkins</b>	<p>[Cross-talk-15:23].</p>
<b>David M. Stauss</b>	<p>Exactly. Before they started winning, like every year was a disappointment, right? There's the hope at the beginning and the failure at the end, right? And we're kind of there this year as well. I mean, the news articles have started that the Biden Administration is not pushing privacy legislation. How important do you think it is that people like yourself do take up that lead and push these issues at the state level?</p>
<b>Representative Steve Elkins</b>	<p>You know, it's um, this is... I had no idea what I was getting into, first of all, when I took on this bill and it's been like, you know, Alice going down the rabbit hole. And, you know, I have learned a tremendous amount just in the process of researching the subjects myself, speaking with stakeholders, having a subscription to the <i>New York Times</i> – what</p>



Speaker	Statement
	<p>do they call it? – the data privacy, their privacy project. Some of the stories that they’ve written and coming out of that series of articles have just been complete eye openers and some really complicated subjects. And I think that, in the end, Congress is going to benefit from having these issues chewed up in 50 states and having a lot of these issues, you know, brought to the surface. And I think this is a case where I think the states truly are serving as the laboratories of the nation.</p>
<p><b>David M. Stauss</b></p>	<p>You had mentioned California earlier. You know, as listeners will clearly know, there’s the CCPA now, and then it will be CPRA in 2023. One aspect of the CPRA that will go into effect – there’s a new government agency, the California Privacy Protection Agency, which will take over enforcement authority from the attorney general’s office. That is not in Carlyle’s bill. Carlyle’s bill, rested with the attorney general’s office, does not create what we, you know, in my world we call that a data protection authority, right? A separate entity dedicated to enforcing these laws. Is that something you’ve considered at all adding to your law? Or is it still in the works? Is there anything you can shed light on there?</p>
<p><b>Representative Steve Elkins</b></p>	<p>Yeah, I haven’t considered doing that. The fiscal note that I’ve received for the attorney general enforcement of the bill if it passes is comparatively modest. I can’t imagine myself being able to get the kind of a budget allocation that will be necessary to stand up an office like that. In speaking with some of the legal experts that we have here in the Twin Cities, one of the things that was pointed out to me early on is that you know, of course, CCPA is itself, you know, inspired by the European General Data Protection Regulation. And one of the big differences between the U.S. and Europe is that in Europe, as a matter of kind of the common law, it’s assumed that a company can only do what the data <b>elected</b> law explicitly allows it to do; whereas here the attitude has been just the opposite – where a company is presumed to be able to do anything with the data that hasn’t been prohibited. And then along with that, all of the European, individual European companies that are – I’m sorry – countries that are part of the EU, have set up these kinds of regulatory authorities to enforce the GDPR in their country.</p> <p>So, what California is doing with that particular provision is much more in the European mold. In the U.S., the only agency that really has that kind of authority is the <b>PC</b>, and they’re obviously woefully understaffed to do that. But that’s the only example to date of that kind of regulatory authority being established in the U.S. So, the short answer is not for</p>



Speaker	Statement
	now, but I think it's an interesting topic to stay on top of.
<b>David M. Stauss</b>	Yeah, thank you for that. Going back just a touch to... We were talking about, you know, sort of the lobbying efforts, the stakeholder process. And I was thinking when you were talking about that you mentioned, you know, tech companies like Microsoft and the like. How about privacy advocates? Are they at the table now? I think it was one of, you know, one of the points that got made in Virginia was – I think by Senator Marsden – was hey, privacy advocates never showed up to talk about the bill. Has that been your experience? Have they engaged in the process?
<b>Representative Steve Elkins</b>	<p>What I found is that, comparing notes with Senator Carlisle, I know that in Washington, for example, the ACLU was very actively involved. And so, I actually actively reached out to the Minnesota ACLU chapter and said, “Hey, can you talk to your counterparts in Washington and give me some feedback about where you will be positioning yourselves as this moves forward?” Because I basically didn’t want them appearing at the 11th hour with all kinds of objections. But, I have found that getting the ACLU in particular engaged is something I have had to take the initiative to do.</p> <p>One of the big advantages, though, I have here in Minnesota is that we have a very active chapter of the International Association of Privacy Professionals. So, the Twin Cities has far more than its fair share of corporate headquarters for a city of this size. And so all of the chief privacy officers of our local corporations are a member of that group. Plus we have a very active intellectual property law community including a number of specialists who are, you know, earning a living practicing in the area of data privacy. The head of the chapter is a guy named Nadeem Schwen at the law firm of Winthrop &amp; Weinstine in Minneapolis and he practices in data privacy law internationally. So I have got some, you know, just tremendous privacy experts from the law and the technology perspective that I can draw upon and who have become, you know, trusted advisors in helping guide me along this path.</p>
<b>David M. Stauss</b>	How about any interaction with the state attorney general’s office? It seems like Carlyle’s had struggle with that in Washington, but here in Colorado, for example, the bill that’s being run, which is based off of Carlyle’s bill, has attorney general support. Is that important for you to try to line up AG support for your bill?



Speaker	Statement
<b>Representative Steve Elkins</b>	Yeah, my understanding of Senator Carlyle’s situation is that there’s just some political running-for-office considerations that are getting in his way there. But no, the attorney general’s office here in Minnesota has been quite cooperative on this.
<b>David M. Stauss</b>	Do you have a sense – getting back to that sort of federal versus state... There’s been a lot of people in the privacy community who have talked about, well, if we could only get three states or five states or 10 states to do something, that’ll be, you know, the push that we need. But then there’s other people who say, “Well, yeah, but we have 50 state data breach notification statutes; the federal government hasn’t done anything with that.” Is there any sense in your community, as you talk with other lawmakers, about hey, if we could only get to a certain threshold, we’ll really push the issue nationally?
<b>Representative Steve Elkins</b>	<p>Yeah, I think I kind of subscribe to the position that if we get a half dozen or so states to act individually, that might be the catalyst that forces Congress to act, especially if there are significant differences that emerge among what the states pass. But I’ve also observed that the... What happens, like, in the data breach area – frequently, what will happen – is that an industry group or the Uniform Law Commission will step in.</p> <p>So, one of the bills that I am getting passed this year, for example, is a National Association of Insurance Commissioner’s model ordinance related to data security as it relates to insurance companies. And the Uniform Law Commission does have a project on this form right now and I’ve been following it, you know, fairly closely. The original reporter, the guy who kind of does the drafting and takes the notes, was a very prominent law school professor here in Minnesota, whose name is, of course, now currently escaping me. But I think, you know, that organizations like NAIC or the Uniform Law Commission are a forum which the states can use to kind of harmonize on those sorts of things. So, as we move forward I do expect to continue following the Uniform Law Commission’s efforts and to coordinate my efforts with theirs as well.</p>
<b>David M. Stauss</b>	So, we’ve talked a lot about sort of like the sausage-making process and then we talked about a few issues at the private right of action and enforcement in general. Are there issues that you view as just sort of central, right? Maybe the rights that it provided? Maybe the transparency through privacy notices? Maybe the transfer of data and



Speaker	Statement
	contractual measures? Are there certain issues that you just personally think, “That just has to be in the bill; this is what’s necessary”?
<p><b>Representative Steve Elkins</b></p>	<p>Yeah, I think that getting the definition of a sale, getting that issue right, is going to be key. I do think it’s important that anybody receiving the data from the party which originally generated it – just like under HIPAA where you have these business agreements where everyone who...any one of your business associates who received this data is bound the same way that you are. I think that’s really important. You know, getting the definitions of what is personal data is important. I think with this iteration of Carlyle’s bill we’re in pretty good shape on that.</p> <p>The only... One area that I’ve kind of been personally focused on somewhat myself just because I’ve got a background in both information technology and transportation – I’m actually a transportation economist by education... And another amazing resource I’ve got here in Minnesota is that we have a governor who appointed a blue ribbon council studying <b>connected and automated vehicles</b> right now. And that group has formed a subcommittee to deal with productivity and data. And I’m a member of that group that meets monthly, and we’re drawing to the table a lot of the nation’s foremost experts from both the legal perspective and technology perspective into locational data privacy issues.</p> <p>And so, that’s a particular area that I’m spending a lot of time in myself. We’ll probably have a separate bill amending the state’s data practices act about how the state itself treats data about personal location information. So – and that one is a hard one. So, giving you an example, in the Carlyle bill, it says the data is personal if it allows your location to be defined within a third of a mile. So, a third of a mile arbitrary circle when I started looking at that myself from the perspective of an information architect, I realized that there’s actually not any practical way of enforcing an arbitrary one-third of a mile circle. There is nothing that you could enter into a database in terms of an origin of a trip or destination of a trip or current location of a person that would be assured of meeting that rule. The location, you know, is commonly expressed, for example, as latitude and longitude. But if you go to degrees, minutes, seconds... You go down to the minute, you’re, like, nine-tenths of a mile, and if you go down to the second, you’re to within, like, 10 feet. But there isn’t anything in that hierarchy of locational coordinates that corresponds to a third of a mile. And, if you’re dealing with data in an urban core, you don’t need to, you know, the circle will be much</p>



Speaker	Statement
	<p>smaller; whereas if you're talking about an area, an urban area, there may only be one farmhouse within that third of a mile and even at a third of a mile, it's very easy to associate that record with a person.</p>
<p><b>David M. Stauss</b></p>	<p>It's fascinating. I mean, it's almost like a whole, a whole podcast just to talk about that. And the question that kind of comes to my mind tangentially when you talk about that is something you referred to earlier, which is just the constant innovation and the constant new technology. Do you try to build that into your bill? Is there any way that you try to, like, think about how that will play with your bill?</p>
<p><b>Representative Steve Elkins</b></p>	<p>Yeah, I do think about that. It's one of the first things I, that was brought to my attention by the University of Minnesota law school professor whose name is still escaping me. But he made the point that if you're legislating in the area of technology, you really kind of want to make your language as general and resilient as you can because there's no way of knowing what technology is going to present to you in, you know, in just a year or two. And his favorite example – and I love it – is what happened when a hundred years ago when cars supplanted horses. And in his telling, basically, the law was way behind what was actually happening on the ground, and so the courts, not knowing, you know, having any other way to respond, simply decided to treat cars as if they were horses. And it worked!</p> <p>You know, within 10 years, you know – talking about urban landscapes – cars had completely supplanted horses. We went from all horses to all cars within about a decade without any major changes in the law, just by, you know, the courts applying basic common-law principles and applying them to cars as if they were horses. And we kind of need to try and do the same thing here because who knows what the technology is going to give us?</p> <p>So, in Minnesota we have this very complicated Data Practices Act, which basically...under which any data that's in the possession, in the hands of any government unit at any level in the state, is presumed to be public unless there is something in the Data Practices Act which specifically states that it's private. So, the Data Practices Act now is about 135 pages long because we can copy exceptions for the classes of data and, you know, in 2019 when the Data Practices Act, the committee was considering the technologies, they spent a month just debating how data from drones should be handled under the Data Practices Act. And it's going to be the same thing every year.</p>



Speaker	Statement
	<p>One of the issues – I’ll just give you an example... Cities and counties are starting to take trip data from shared mobility companies. And under Minnesota law, if the City of Minneapolis, for example, which they are doing, is taking data from the scooter companies just to make sure that under their contracts the scooter companies are actively screening the scooters around the around the city and not just putting them in the wealthy neighborhoods, and making sure that they’re picking them up at night and being able to see where they are accumulating so the city knows where to put scooter parking. But there is now a national data standard for shared mobility companies of all kinds to transmit this trip data to local units of government for their planning and analysis purposes.</p> <p>What we really do need – I’ve got another bill that says when a local government comes into possession of this kind of data, this is how it will be treated and this is how it will be kept private. Because this may be an urban legend, but there’s a story circulating that somehow some reporter in New York got a hold of the city of New York’s Uber and Lyft data and, knowing the address of a particular resident in the city, was able to do a story that basically catalogued this particular celebrity’s trips all over the city of New York over the course of the month just by, you know, from reverse engineering data from Uber and Lyft.</p>
<b>David M. Stauss</b>	<p>It’s actually fascinating. I mean, my sense on the whole thing, right, is that we’re spending so much time thinking about getting a privacy law across to the finish line. The reality is we need many types of laws to cross the finish line to address all these types – and technology laws to address all these types – of issues.</p> <p>Last question before I let you go, other than to thank you profusely for joining us today. One distinction between the CCPA and Carlyle’s bill and your bill is the CCPA has a monetary threshold. So, it says it applies to businesses that have annual gross revenues of \$25 million or more, right? Carlyle’s bill and your bill don’t have a monetary threshold. They say that the bill should apply to controllers that collect the personal data of 100,000 or more consumers and they define consumers to exclude certain data sets like employees, and B2B-type interaction. I take this to, you know, to be a small-business exemption.</p>
<b>Representative Steve Elkins</b>	<p>That’s how I look at it as well. I think what will happen is that as more and more small businesses, you know, migrate to cloud-based platforms like Salesforce.com, and whatnot, I think over time it will become practical just because the privacy capabilities are built into the platforms</p>



Speaker	Statement
	the smaller businesses are using. I think it will eventually become practical to bring small businesses under these protections as well just because the capability to protect privacy will be ubiquitous within the software platforms that they use themselves.
<b>David M. Stauss</b>	Well, Representative Elkins, I want to make sure we're respectful of your time. This has been an absolutely fascinating discussion today. I think the people of Minnesota are in great hands with you running this bill for them. And we wish you all the success in your stakeholder process over the summer and then introducing this bill again next February.
<b>Representative Steve Elkins</b>	Thank you very much. I appreciate it.
<b>David M. Stauss</b>	After our interview, Representative Elkins reached out with updates on a few of the items he mentioned. First, the University of Minnesota professor who he mentioned during the interview is Bill McGeveran. Chief privacy officer at Target who he has relied on is Rachel Bedor. The local IAPP knowledge net chair is Nadeem Schwen. Finally, the Uniform Law Commission project on data privacy that he mentioned is available at <a href="http://www.uniformlaws.org">www.uniformlaws.org</a> under the committee name, Personal Data Protection Act Committee. Thank you again for listening to our podcast interview.

