For help on exactly how to use the PDF version of your Workbooks, please visit: (all lower case) <a href="http://www.harounventures.com/workbook-help">http://www.harounventures.com/workbook-help</a>. I recommend downloading the <a href="free">free</a> Adobe Reader version (not the Acrobat Pro Trial version) of the Adobe Acrobat reader from this link: <a href="https://get.adobe.com/reader/">https://get.adobe.com/reader/</a>



#### **INTERNET LINKS\*:**

CALENDAR MBA HOME PAGE WORKBOOKS MBA OFFICE HOURS CLASS REPLAYS

#### LINKS IN THIS DOCUMENT:

TOPIC 1 TOPIC 2 TOPIC 3 Exercise PG-1-4-1 for Topic 3\*\* Exercise PG-1-4-3-2 for Topic 3

RESOURCES DUOTES HOMEWORK

\* If prompted for a password, use the password that was emailed to you.
\*\*PG-1-4-1-1 Means PG SEMESTER 1 CLASS 4 TOPIC 3 EXERCISE 1

## WORKBOOK FOR PERSONAL GROWTH SEMESTER #1 & CLASS #4 (ALSO CALLED PG-1-4\*\*\*)

**3 TOPICS COVERED IN THIS LESSON:** (Brief Recaps in Brackets. Click the text to jump to the page in this workbook where we cover the Topics).

- 1 PG-1-4-1: WHAT TO BRING TO THE INTERVIEW TO INCREASE YOUR CHANCES OF GETTING HIRED (PART 2): "MAGIC TEMPLATES" (We discuss templates #1 through 7)
- PG-1-4-2: HOW TO ANSWER ANY QUESTION YOU HAVE NO IDEA HOW TO ANSWER & USING STRATEGY FRAMEWORKS (We discuss templates #8 through 12 and frameworks/crutches to use to nail your interviews/sales meetings)
- **3** PG-1-4-3: WHAT YOU MUST KNOW ABOUT THE COMPANY INTERVIEWING YOU (How to do deep due diligence/research on the company prior to your interview.)

Please have this workbook open during the PG-1-4\*\*\* lecture and fill in the blanks or answer the questions in this workbook when Chris asks you to do so during the live lesson (or during the replay of the live lesson). The homework for all lessons is always listed on the last page.

If you are watching a live version of this lesson, please let Chris explain the concepts and then we will have many opportunities for live Q&A when he mentions: "Does Anyone Have Any Questions?" You can also ask Chris questions about the concepts taught in this class during his weekly For MBA Degree Program Students Only Weekly Q&A Webcast, which is available at the following link using the password that was emailed to you.

Please note that after the class is finished, Chris will direct you where to go online in order to take a quiz based on the concepts taught in PG-1-4. If you can't watch this class live, then Chris' team will have an edited <u>replay</u> of the lesson online within one day after this class has ended.



<u>TOPIC 1 OF 3: PG-1-4-1</u>: What to Bring to The Interview to Increase Your Chances of Getting Hired (Part 2): "Magic Templates"

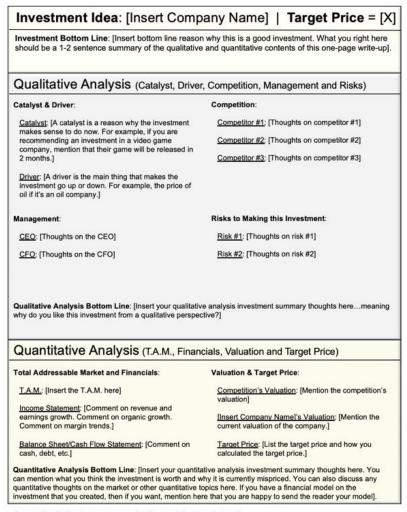
Optional: Type your notes for Topic #1 in this box:
Optional: How can you apply what you have learned about Topic #1 today to enhance your career (or to make you happier and more successful in general)?
Ontional: Turns a supertion(a) halous that was supert to eals Ohnia an tha live was a set about Tania #4 #
Optional: Type a question(s) below that you want to ask Chris on the live webcast about Topic #1. If you are watching the live webcast of this lesson, after Chris finishes discussing each Topic, he will say "Does anyone have any questions about Topic #1. At that point you can copy and paste the text that you type below into the YouTube message box to ask him a question. If you are not on the live webcast, you can also ask him your questions during the MBA Only Students Office Hours Webcast (use the password that was emailed to you). Before asking the question about Topic #1, please look at the first page of this document to see what he will discuss in Topic #2 and Topic #3 (in case your question will be addressed during Topic #2 and Topic #3). Thanks:



#### **TEMPLATES 1-7 FROM TOPIC 1:**

Please go to this web page to access templates 1-7 (shown below) in PowerPoint and in PDF format: <a href="https://www.harounventures.com/pg-1-4">www.harounventures.com/pg-1-4</a>

#### Template #1: Interviewing for an Investment Job Template\*:



<sup>\*</sup> Please note that you will be provided with much more sophisticated investment write-up templates once we cover more advanced finance and accounting classes during the MBA Degree Program. Thanks



## Template #2: Interviewing for a Management or a Business Development Job Template:

Business Development Idea: [Insert Idea Name]		
Bottom Line: [Insert bottom line reason why this is a good idea.]		
What is the Idea?	Why is this a Good Idea?	
-[Insert the idea here using multiple bullet points]	-[Explain why this is a good idea here]	
-[Insert the idea here using multiple bullet points]	-[Explain why this is a good idea here]	
-[Insert the idea here using multiple bullet points]	-[Explain why this is a good idea here]	
-[Insert the idea here using multiple bullet points]	-[Explain why this is a good idea here]	
-[Insert the idea here using multiple bullet points]	-[Explain why this is a good idea here]	
-[Insert the idea here using multiple bullet points]	-[Explain why this is a good idea here]	
-[Insert the idea here using multiple bullet points]	-[Explain why this is a good idea here]	
When Should the Idea be Implemented?	Where to Implement the Idea (if Applicable)?	
-[Explain when here]	-[Explain why this is a good idea here]	
-[Explain when here]	-[Explain why this is a good idea here]	
-[Explain when here]	-[Explain why this is a good idea here]	
-[Explain when here]	-[Explain why this is a good idea here]	
-[Explain when here]	-[Explain why this is a good idea here]	
How to Implement the Idea?	Risks with the Idea?	
-[Explain how here]	-[Explain the risks here]	
-[Explain how here]	-[Explain the risks here]	
-[Explain how here]	-[Explain the risks here]	
-[Explain how here]	-[Explain the risks here]	
-[Explain how here]	-[Explain the risks here]	
-[Explain how here]	-[Explain the risks here]	
-[Explain how here]	-[Explain the risks here]	
-[Explain how here	-[Explain the risks here]	

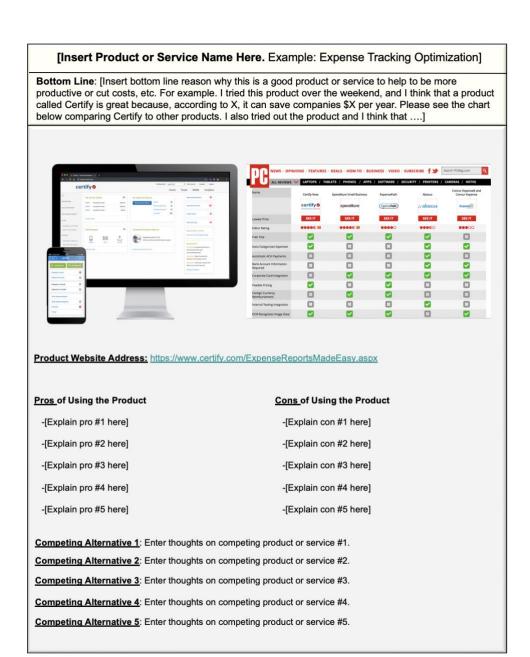


#### Template #3: Interviewing for a Sales Job Template:

#### 6 Sales Leads for: [Insert Product or Service Name] Sales Lead #1: Sales Lead #2: □ Prospect Name: [INSERT NAME HERE] ☐ Prospect Name: [INSERT NAME HERE] ☐ Employer: [INSERT EMPLOYER HERE] ☐ Employer: [INSERT EMPLOYER HERE] ☐ Phone Number: [INSERT # HERE] ☐ Phone Number: [INSERT # HERE] ☐ Email: [INSERT EMAIL HERE] ☐ Email: [INSERT EMAIL HERE] ☐ LinkedIn/Bio: [INSERT BIO LINK HERE] ☐ LinkedIn/Bio: [INSERT BIO LINK HERE] ☐ Meeting Date [INSERT DATE YOU MET] ☐ Meeting Date [INSERT DATE YOU MET] ☐ How You Met: [INSERT HOW YOU MET] ☐ How You Met: [INSERT HOW YOU MET] ■ Why This is a Lead: [INSERT WHY HERE] ■ Why This is a Lead: [INSERT WHY HERE] □ What is Needed to Close this Lead: □ What is Needed to Close this Lead: [INSERT CLOSING DETAILS HERE] [INSERT CLOSING DETAILS HERE] ☐ Additional Details on this Lead: ☐ Additional Details on this Lead: [INSERT DETAILS HERE] [INSERT DETAILS HERE] Sales Lead #3: Sales Lead #4: □ Prospect Name: [INSERT NAME HERE] ☐ Prospect Name: [INSERT NAME HERE] ■ Employer: [INSERT EMPLOYER HERE] ■ Employer: [INSERT EMPLOYER HERE] ☐ Phone Number: [INSERT # HERE] ☐ Phone Number: [INSERT # HERE] ■ Email: [INSERT EMAIL HERE] ■ Email: [INSERT EMAIL HERE] ☐ LinkedIn/Bio: [INSERT BIO LINK HERE] ☐ LinkedIn/Bio: [INSERT BIO LINK HERE] ■ Meeting Date [INSERT DATE YOU MET] ■ Meeting Date [INSERT DATE YOU MET] ☐ How You Met: [INSERT HOW YOU MET] ☐ How You Met: [INSERT HOW YOU MET] ■ Why This is a Lead: [INSERT WHY HERE] ☐ Why This is a Lead: [INSERT WHY HERE] ☐ What is Needed to Close this Lead: ☐ What is Needed to Close this Lead: [INSERT CLOSING DETAILS HERE] [INSERT CLOSING DETAILS HERE] ☐ Additional Details on this Lead: □ Additional Details on this Lead: [INSERT DETAILS HERE] [INSERT DETAILS HERE] Sales Lead #5: Sales Lead #6: □ Prospect Name: [INSERT NAME HERE] ☐ Prospect Name: [INSERT NAME HERE] ☐ Employer: [INSERT EMPLOYER HERE] ■ Employer: [INSERT EMPLOYER HERE] ☐ Phone Number: [INSERT # HERE] ☐ Phone Number: [INSERT # HERE] ■ Email: [INSERT EMAIL HERE] ☐ Email: [INSERT EMAIL HERE] ☐ LinkedIn/Bio: [INSERT BIO LINK HERE] ☐ LinkedIn/Bio: [INSERT BIO LINK HERE] ■ Meeting Date [INSERT DATE YOU MET] ■ Meeting Date [INSERT DATE YOU MET] □ How You Met: [INSERT HOW YOU MET] □ How You Met: [INSERT HOW YOU MET] ☐ Why This is a Lead: [INSERT WHY HERE] ☐ Why This is a Lead: [INSERT WHY HERE] ■ What is Needed to Close this Lead: ■ What is Needed to Close this Lead: [INSERT CLOSING DETAILS HERE] [INSERT CLOSING DETAILS HERE] ☐ Additional Details on this Lead: ■ Additional Details on this Lead: [INSERT DETAILS HERE] [INSERT DETAILS HERE]

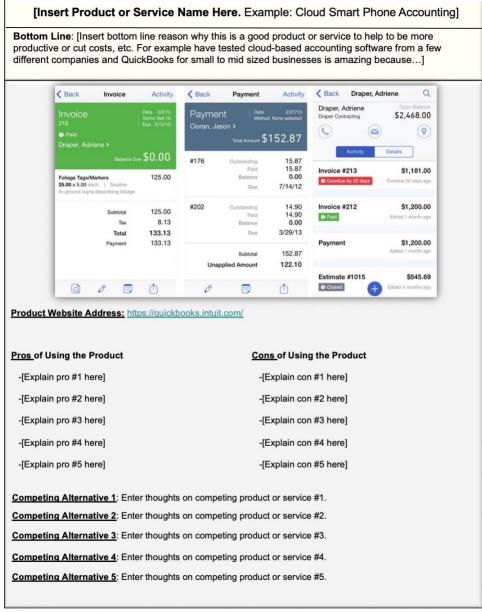


#### Template #4: Interviewing for An Operations Job - Example 1 of 2 Template:



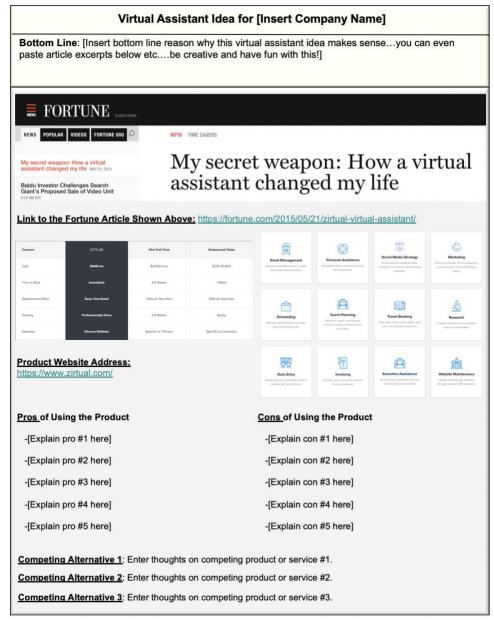


## Template #5: Interviewing for An Operations Job - Example 2 of 2 Template:



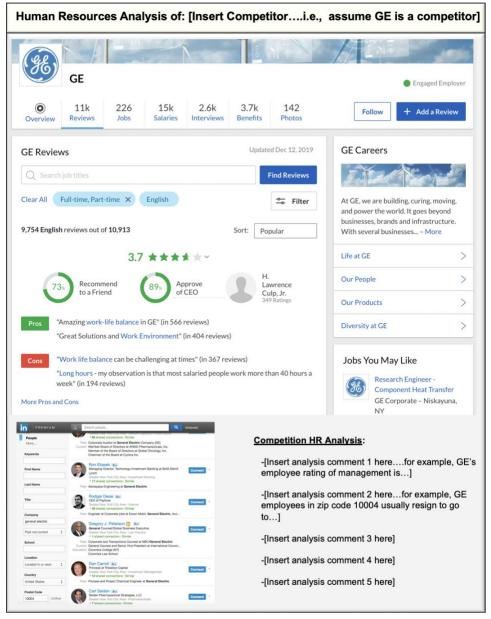


#### **Template #6: Interviewing for an Assistant Job Template:**





#### Template #7: Interviewing for a Human Resources Job Template:





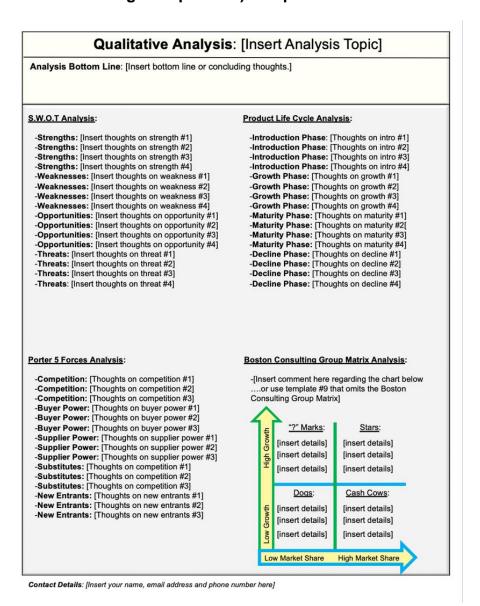
TOPIC 2 OF 3: PG-1-4-2: How to Answer Any Question You Have No Idea How to Answer & Using Strategy Frameworks
Optional: Type your notes for Topic #2 in this box:
Optional: How can you apply what you have learned about Topic #2 today to enhance your career (or to make you happier and more successful in general)?
Optional: Type a question(s) below that you want to ask Chris on the live webcast about Topic #2. If you are watching the live webcast of this lesson, after Chris finishes discussing each Topic, he will say "Doe anyone have any questions about Topic #2. At that point you can copy and paste the text that you type below into the YouTube message box to ask him a question. If you are not on the live webcast, you can also ask
him your questions during the MBA Only Students Office Hours Webcast (use the password that was emailed to you). Before asking the question about Topic #2, please look at the first page of this document to see what he will discuss in Topic #3 (in case your question will be addressed during Topic #3). Thanks:



#### **TEMPLATES 8-12 FROM TOPIC 2**:

Please go to this web page to access templates 8-12 (shown below) in PowerPoint and in PDF format: <a href="https://www.harounventures.com/pg-1-4">www.harounventures.com/pg-1-4</a>

Template #8: Qualitative Analysis Template With these 4 Frameworks: S.W.O.T. (Strengths, Weaknesses, Opportunities and Threats) + P.L.C. (Product Life Cycle) + Porter 5 Forces + B.C.G. Matrix (Boston Consulting Group Matrix) Template:





Template #9: Qualitative Analysis Template With these 3 Frameworks: S.W.O.T. (Strengths, Weaknesses, Opportunities and Threats) + P.L.C. (Product Life Cycle) + Porter 5 Forces Template:

#### Qualitative Analysis: [Insert Analysis Topic] Analysis Bottom Line: [Insert bottom line or concluding thoughts.] S.W.O.T Analysis: **Product Life Cycle Analysis:** -Strengths: [Insert thoughts on strength #1] -Introduction Phase: [Thoughts on intro #1] -Strengths: [Insert thoughts on strength #2] -Introduction Phase: [Thoughts on intro #2] -Strengths: [Insert thoughts on strength #3] -Introduction Phase: [Thoughts on intro #3] -Strengths: [Insert thoughts on strength #4] -Introduction Phase: [Thoughts on intro #4] -Weaknesses: [Insert thoughts on weakness #1] -Growth Phase: [Thoughts on growth #1] -Weaknesses: [Insert thoughts on weakness #2] -Growth Phase: [Thoughts on growth #2] -Weaknesses: [Insert thoughts on weakness #3] -Growth Phase: [Thoughts on growth #3] -Weaknesses: [Insert thoughts on weakness #4] -Growth Phase: [Thoughts on growth #4] -Opportunities: [Insert thoughts on opportunity #1] -Maturity Phase: [Thoughts on maturity #1] -Opportunities: [Insert thoughts on opportunity #2] -Maturity Phase: [Thoughts on maturity #2[ -Maturity Phase: [Thoughts on maturity #3] -Opportunities: [Insert thoughts on opportunity #3] -Maturity Phase: [Thoughts on maturity #4] -Opportunities: [Insert thoughts on opportunity #4] -Decline Phase: [Thoughts on decline #1] -Threats: [Insert thoughts on threat #1] -Decline Phase: [Thoughts on decline #2] -Threats: [Insert thoughts on threat #2] -Threats: [Insert thoughts on threat #3] -Decline Phase: [Thoughts on decline #3] -Threats: [Insert thoughts on threat #4] -Decline Phase: [Thoughts on decline #4] Porter 5 Forces Analysis: -Competition: [Thoughts on competition #1] -Competition: [Thoughts on competition #2] -Competition: [Thoughts on competition #3] -Buyer Power: [Thoughts on buyer power #1] -Buyer Power: [Thoughts on buyer power #2] -Buyer Power: [Thoughts on buyer power #3] -Supplier Power: [Thoughts on supplier power #1] -Supplier Power: [Thoughts on supplier power #2] -Supplier Power: [Thoughts on supplier power #3] -Substitutes: [Thoughts on competition #1] -Substitutes: [Thoughts on competition #2] -Substitutes: [Thoughts on competition #3] -New Entrants: [Thoughts on new entrants #1] -New Entrants: [Thoughts on new entrants #2] -New Entrants: [Thoughts on new entrants #3]



## Template #10: Qualitative Analysis Template With these 2 Frameworks: S.W.O.T. (Strengths, Weaknesses, Opportunities and Threats) + Porter 5 Forces Template:

### Qualitative Analysis: [Insert Analysis Topic] Analysis Bottom Line: [Insert bottom line or concluding thoughts.] S.W.O.T Analysis: Porter 5 Forces Analysis: -Strengths: [Insert thoughts on strength #1] -Competition: [Thoughts on competition #1] -Strengths: [Insert thoughts on strength #2] -Competition: [Thoughts on competition #2] -Competition: [Thoughts on competition #3] -Strengths: [Insert thoughts on strength #3] -Strengths: [Insert thoughts on strength #4] -Buyer Power: [Thoughts on buyer power #1] -Buyer Power: [Thoughts on buyer power #2] -Weaknesses: [Insert thoughts on weakness #1] -Weaknesses: [Insert thoughts on weakness #2] -Buyer Power: [Thoughts on buyer power #3] -Supplier Power: [Thoughts on supplier power #1] -Weaknesses: [Insert thoughts on weakness #3] -Weaknesses: [Insert thoughts on weakness #4] -Supplier Power: [Thoughts on supplier power #2] -Opportunities: [Insert thoughts on opportunity #1] -Supplier Power: [Thoughts on supplier power #3] -Substitutes: [Thoughts on competition #1] -Opportunities: [Insert thoughts on opportunity #2] -Substitutes: [Thoughts on competition #2] -Opportunities: [Insert thoughts on opportunity #3] -Opportunities: [Insert thoughts on opportunity #4] -Substitutes: [Thoughts on competition #3] -Threats: [Insert thoughts on threat #1] -New Entrants: [Thoughts on new entrants #1] -Threats: [Insert thoughts on threat #2] -New Entrants: [Thoughts on new entrants #2] -Threats: [Insert thoughts on threat #3] -New Entrants: [Thoughts on new entrants #3] -Threats: [Insert thoughts on threat #4]



# Template #11: S.W.O.T. (Strengths, Weaknesses, Opportunities and Threats) Analysis Framework Template:

S.W.O.T Analysis: [Insert Analysis Topic]
Analysis Bottom Line: [Insert bottom line or concluding thoughts.]
-Strengths: [Insert thoughts on strength #1] -Strengths: [Insert thoughts on strength #2] -Strengths: [Insert thoughts on strength #3] -Strengths: [Insert thoughts on strength #4] -Weaknesses: [Insert thoughts on weakness #2] -Weaknesses: [Insert thoughts on weakness #3] -Weaknesses: [Insert thoughts on opportunity #1] -Opportunities: [Insert thoughts on opportunity #2] -Opportunities: [Insert thoughts on opportunity #3] -Opportunities: [Insert thoughts on opportunity #4] -Threats: [Insert thoughts on threat #2] -Threats: [Insert thoughts on threat #3] -Threats: [Insert thoughts on threat #4] -Threats: [Insert thoughts on threat #4]



## **Template #12: Porter 5 Forces Analysis Framework Template:**

Porter 5 Forces Analysis: [Insert Analysis Topic]	
Analysis Bottom Line: [Insert bottom line or concluding thoughts.]	
-Competition: [Thoughts on competition #1]	
-Competition: [Thoughts on competition #2] -Competition: [Thoughts on competition #3] -Buyer Power: [Thoughts on buyer power #1]	
-Buyer Power: [Thoughts on buyer power #2] -Buyer Power: [Thoughts on buyer power #3]	
-Supplier Power: [Thoughts on supplier power #1] -Supplier Power: [Thoughts on supplier power #2]	
-Supplier Power: [Thoughts on supplier power #3] -Substitutes: [Thoughts on competition #1]	
-Substitutes: [Thoughts on competition #2] -Substitutes: [Thoughts on competition #3]	
-New Entrants: [Thoughts on new entrants #1] -New Entrants: [Thoughts on new entrants #2]	
-New Entrants: [Thoughts on new entrants #3]	



TOPIC 3 OF 3: PG-1-4-3: What You Must Know About the Company Interviewing You
Optional: Type your notes for Topic #3 in this box:
Optional: How can you apply what you have learned about Topic #3 today to enhance your career (or to make you happier and more successful in general)?
Optional: Type a question below that you want to ask Chris on the live webcast about Topic #3. If you are watching the live webcast of this lesson, after Chris finishes discussing each Topic, he will say "Does anyone have any questions about Topic #3. At that point you can copy and paste the text that you type below into the YouTube message box to ask him a question. If you are not on the live webcast, you can also ask him your questions during the MBA Only Students Office Hours Webcast (use the password that was emailed to you). Thanks:



#### EXERCISE PG-1-4-3-1: Checklist of What You Need to Know About the Firm

At my Goldman Sachs interview, I was asked what the name of the CEO and CFO was. I had no idea what the CFO's name was. Here is a checklist of what sources you need to review online as well as what basic things about the company you need to know:

Place an "x" in the boxes below after each item once you have completed each item in preparation for your interview (or type text in the appropriate boxes below):

I read the company's Wikipedia Page.
*I skimmed the company's annual report from www.sec.gov if available.
**I reviewed information about the company on Glassdoor.com.
I search in LinkedIn.com & familiarized myself with the types of people that work at the firm.
I know the name of the CEO and it is:
I know the name of the CFO and it is:



The founder of the company (on the Wikipedia page) is:
The largest competitor of the company is:
List 5 interesting things about the company that I learned through my research:



I set up a Google Alert for the company so I can get daily alerts on news flow on the
company at https://www.google.com/alerts .
*I have skimmed a few recent press releases from the company from their website.
I subscribed to the company's Twitter feed.
*! listen ad to the annual value of manual investor as main we call (if available)
*I listened to the company's most recent investor earnings call (if available).
Only complete if the company is publicly traded (meaning if it is listed on a stock market).
Smaller companies won't appear on Glassdoor.com
,



#### EXERCISE PG-1-4-3-2: List 2 Things You Have in Common with the Interviewer

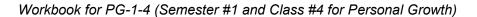
Obviously don't tell the people that you will be interviewing with that you did this, but let's find 2 things that you have common with each person that will be interviewing you. If you don't know for sure who will be interviewing you, go to LinkedIn and find out which people work in the same department as others that might be interviewing you and quickly look at their LinkedIn profiles for 2 things that stand out to you [if you don't know how to navigate advanced LinkedIn searches etc., we will be cover this very soon].

For example, if you both like cricket, then be prepared to talk about cricket if they bring up what are your interests.

Another example, if you love baseball and they are from Seattle, then talk about the Seattle Mariners baseball team or their former star players like Ken Griffey Junior, etc.,

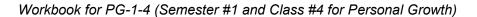
Please go to LinkedIn and write down 2 things that you might have in common with 10 people that might be interviewing you:

The name of the <b>first</b> potential interviewer is:	
List 1 thing you have in common (if any) with this person here:	
List 1 more thing you have in common (if any) with this person here:	



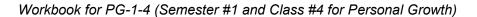


The name of the <b>2nd</b> potential interviewer is:
List 1 thing you have in common (if any) with this person here:
List 1 more thing you have in common (if any) with this person here:
The name of the <b>3rd</b> potential interviewer is:
List 1 thing you have in common (if any) with this person here:
List 1 more thing you have in common (if any) with this person here:



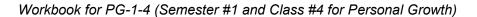


The name of the <b>4th</b> potential interviewer is:
List 1 thing you have in common (if any) with this person here:
List 1 more thing you have in common (if any) with this person here:
The name of the <b>5th</b> potential interviewer is:
List 1 thing you have in common (if any) with this person here:
List 1 more thing you have in common (if any) with this person here:



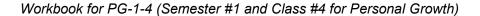


The name of the <b>6th</b> potential interviewer is:
List 1 thing you have in common (if any) with this person here:
List 1 more thing you have in common (if any) with this person here:
List I more thing you have in common (ii any) with this person here.
[insert their name here]
List 1 thing you have in common (if any) with this person here:
List 1 more thing you have in common (if any) with this person here:





The name of the <b>8th</b> potential interviewer is:
List 1 thing you have in common (if any) with this person here:
List 1 more thing you have in common (if any) with this person here:
The name of the <b>9th</b> potential interviewer is:
List 1 thing you have in common (if any) with this person here:
List 1 more thing you have in common (if any) with this person here:





The name of the <b>10th</b> potential interviewer is:
List 1 thing you have in common (if any) with this person here:
List 1 more thing you have in common (if any) with this person here:

I promise you that there is no way that your competition completed this past exercise!



#### **RESOURCES (OPTIONAL):**

## Please Don't Discuss Compensation Until You Get the Job Offer

Per this YouTube video....we are going to have fun and laugh in this program as well....why do anything in life unless you enjoy it! :)

#### https://www.youtube.com/watch?v=mQ2OHv2hOrE



The Wedding Singer (1998): Job Interview

#### Do Research on the Company Before the Interview:)

Per this next video, please do your due diligence on who you are meeting...

#### https://www.youtube.com/watch?v=b2f2Kqt\_KcE



The Devil Wears Prada (2/5) Movie CLIP - Andy's Interview (2006) HD



#### Make Sure You Show that You Are Focused on 1 Job Function Only:)

If you are interviewing for a consulting job, careful not to mention that you are also interested in finance, etc <a href="https://youtu.be/fipSEmdj3i0?list=PLE\_MSMq5bSYLnxwcRSGs65mTCMgHgBhpi&t=4">https://youtu.be/fipSEmdj3i0?list=PLE\_MSMq5bSYLnxwcRSGs65mTCMgHgBhpi&t=4</a>



## What Not to Wear and How Not to Conduct Yourself In an Interview:)

https://www.youtube.com/watch?v=0EjqOCpM7d8&feature=youtu.be&t=5



Step Brothers - Interview



## Internet Based Interviews - Please Check the Audio & Visual First:)

https://youtu.be/ewek-6TudOM?t=19



The Internship: The Big Interview

## Job Interview in the UK - You passed-failed the test (very funny!)

## https://youtu.be/rOfM6W9JvpE?t=9



Job Interview in the UK - You passed-failed the test (very funny!)



#### **QUOTES:**

Only those who dare to fail greatly can ever achieve greatly.
-Robert F. Kennedy "

"To be a great champion, you must believe you are the best. If you're not, pretend you are." -Muhammad Ali

"It is never too late to be what you might have been."
-George Eliot



#### **HOMEWORK**

After this lecture, please complete the quiz associated with this lecture at this link\* within one week of the day that you took this lecture. Thanks

\* If you can't see the quiz link, please refresh the link an hour after class has been completed thanks.