the spending. They're the debt and deficit creators. If we want to experience economic growth, we have to invest in this economy. It is critically important to the future of this Nation.

Medical research. We need to enhance, not cut, funding to the National Institutes of Health and the National Cancer Institute. Thirty years ago if you were diagnosed with cancer, fewer than 50 percent of those who were diagnosed lived beyond 5 years of their diagnosis. Because of a robust commitment to cancer research in the 1990s, under a Democratic administration, the survival rate now beyond 5 years for adults is 60 percent and for kids it is 80 percent. You're investing into medical research, into scientific research to create the jobs of the 21st century. I know that for my community in Buffalo in western New York, that gave the Nation and the world cancer research, that gave the Nation and the world chemotherapy in 1904. Making those investments has created a dynamic new economy in downtown Buffalo, which used to be a manufacturing economy. It's called the Buffalo-Niagara Medical Campus. The Roswell Park Cancer Institute, the first comprehensive cancer institute in the entire Nation, is leading the job growth there with 12,000 new jobs and is projected to grow another 4,000 over the next 5 years because you had a Nation that had the confidence in our scientific community to make the kinds of investments that create a diversified and strong economy so that we're not outsourcing jobs to the past but investing to create jobs for the future.

Manufacturing in this Nation is not dead. It will die if you continue to simply whine about China. You need to make the investments in worker training, in new technology, in innovation to ensure that the workers that will require 20 years, that go four or five on one piece of machinery—now you've got one worker on four pieces of machinery. This is what you have to do in order to remain competitive in this world economy.

All the books have been written. In Fareed Zakaria's "The Post-American world," he doesn't argue that the American economy is slipping quickly or deeply. He calls it "the rise of the rest," that other economies are investing in their people and in their future. Tom Friedman and Mike Mandelbaum, who wrote the book "That Used to Be Us: How America Fell Behind the World it Invented," say that because of information technology, regardless of size, distance, and increasingly language, every country now can participate in a global platform to realize the great economic benefits of globalization. You can't compete in the new world, in the new economy without making investments in your people, your infrastructure, and the scientific research that's important.

China over the next couple of years will catch up to us in terms of the number of patents it produces. Patent production is an indication of future economic growth. For the past 75 years, we've lead the world in the number of patents that we produced. China will overtake us. That is a direct result of not investing in your own people and in scientific research.

As I have said throughout this discussion tonight, there are many other areas that we can go into. The bottom line is this: all this talk about debt and deficit—12 years ago we had a budgetary surplus in this Nation of \$258 billion. Now we have record deficits. That surplus was created because we had the confidence to invest in the American people, to do nation-building right here at home.

A strong prosperous America is the best America in terms of our foreign policy, as well. We become the aspiration for the rest of the world when America is doing what it ought to be doing, when it doesn't fear its own people, when it seeks not to divide the Nation, but bring it together. Hubert Humphrey once said that the greatest foreign policy initiative of the Johnson administration was the Civil Rights Act. Although it was a domestic policy, what he was saying was that when America acknowledges its mistakes, when America lives up to its ideals, it becomes an inspiration for the rest of the world.

All of those areas of the economy that Tom Friedman writes about in "That Used to Be Us" and "The World is Flat," America used to lead. We don't any more. We cultivated great artists, but we also cultivated the greatest economy in the history of the world. People that couldn't demonstrate—Rostropovich couldn't conduct an orchestra in his motherland. He came to America because we are a free Nation that celebrates and embraces the arts, and at the same time produces economic growth and opportunity for generations of people.

Tonight, I challenge my colleagues in the United States Congress to stand up for America, to do nation-building right here at home by investing in our own people, not \$89 billion in rebuilding the roads and bridges of Afghanistan, but a trillion dollars to rebuild the roads and bridges of America; not \$67 billion to rebuild the roads and bridges of Iraq, but a trillion dollars to rebuild the roads and bridges of America.

Everybody here talks a great game about thanking our veterans for their service, but you know what the problem is? We have returning veterans from Iraq and Afghanistan who are experiencing an unemployment rate of 30 percent. If you want to say thank you on behalf of a grateful Nation, you create an economy that gives them an opportunity to realize their full potential as individuals.

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Sixty-seven percent of the deaths of American soldiers in Afghanistan are attributed to improvised explosive devices. Sixty-four percent of the deaths in Iraq are attributed to improvised explosive devices. Do you know how you defeat an IED? Don't be there. So we need to do nation-building right here at home. We need to grow this economy by investing in it in order to reduce debt and deficit and create employment and opportunity for future generations.

With that, I yield back the balance of my time.

# IN THE CLOSING OF THE 112TH CONGRESS

The SPEAKER pro tempore. Under the Speaker's announced policy of January 5, 2011, the Chair recognizes the gentleman from Illinois (Mr. DOLD) for 30 minutes.

Mr. DOLD. Thank you, Mr. Speaker. Mr. Speaker, this institution, the United States House of Representatives, enjoys a rich heritage that continues to inspire. Through these magnificent Halls and this great Chamber, celebrated American leaders have walked. Presidents have rallied a Nation, and monumental policy debates have echoed throughout the night to forge America's great history. This building right here is the fulfillment of what our Founding Fathers sought when skirmishes first broke out on the fields of Lexington and Concord nearly two-and-a-half centuries ago. It's what each succeeding generation of Americans has stepped forward to safeguard in its own way, and it is what we have been entrusted to build on and ultimately gift to our children. Here we are, working each and every day, to prove ourselves worthy of the country we inherited, the people we are here to represent, and the limitless future we hope to build.

Mr. Speaker, I decided to run for Congress just over 3<sup>1</sup>/<sub>2</sub> years ago, the basement of my home serving as our team's first office. We didn't have much space or even a sign on the street, but we were all driven by the idea and firm belief that our country's best days are in front of us, that we can get our economy roaring again, that we can continue confidently as the best hope for leading the world. It has been quite a journey from that humble start to working here in the United States Capitol each and every day. But the great thing about America is that this story isn't so unique. Since our Nation's very inception, we have always been a place where what starts out as small gatherings of concerned citizens, of individuals getting together to discuss and plan how to make our country even better, can grow with hard work and dedication to actually achieve some of those very things.

I first ran for Congress, not because I wanted to be somebody, but because I wanted to do something. In fact, I wanted to do a great many "big" things. With so many millions of Americans struggling to find a job and economic security, I wanted to get this economy growing and get our country back to work. With so many small businesses finding it harder and harder to keep their doors open each and every day, I wanted to fight for small business owners, like myself, and make sure that the Federal Government did a better job of helping to create an environment where small businesses and entrepreneurs can succeed.

With our country buried in debt and the problem only scheduled to get worse, I wanted to rein in the reckless overspending in Washington, D.C., and advance big solutions so that my children, so that our children, could be free to reach their potential without previous generations' debt obligations holding them back.

With threats to our national security growing by the day and with an Iranian regime defiantly pursuing its nuclear ambitions, I wanted to be not just a vote in the United States Congress but a leading voice. I wanted to be a true champion, advancing vital measures to keep our Nation and our allies strong and secure.

With the 10th District serving as home to so many great communities, great businesses, great schools, passionate leaders throughout our communities, bright people, and treasured natural resources, I wanted to provide the thoughtful, independent leadership in Congress that our district has had and so richly deserves. Then with our Nation seemingly torn apart by hyperpartisan politics and gridlock, I wanted to prove that we could still get things done if we were serious about working together in good faith and finding common ground solutions to move our country forward.

We've certainly gone through tough times recently, but I've always believed in the resiliency of the American people to make things better. We have been able to achieve great things because our natural instinct is to aspire to achieve great things. This is why I am here, and this is what I have worked to accomplish each and every day while I've been in office.

Now, these past years, we've made sure to hit the ground running because that's what the 10th District expects. Stretching north along Lake Michigan the New Trier Township, from Wilmette, Kenilworth, Winnetka, and Glencoe to North Chicago and Waukegan, from Libertyville south to Glenview and Wheeling, Arlington Heights and Palatine east to Lake Forest and Lake Bluff, and Highland Park west through Deerfield, Buffalo Grove, and Long Grove, I've been fortunate to represent a diverse congressional district that asks its leaders in Washington to tackle a wide-ranging and ambitious agenda. With the help of so many good people and coalitions both at home in the 10th District and here in the United States Congress, we've been able to achieve a number of things that I will forever be proud of.

In the House of Representatives, we've kept a sustained focus on job cre-

ation and on creating a climate that better helps the private sector grow. I believe that this represents the best path to ensuring sustained economic opportunity and upward mobility for millions of Americans. The House has passed over 30 bills that have focused on job creation, and I am pleased that the House unanimously passed a jobsfocused initiative that I introduced, the Global Investment in American Jobs Act. This bill earned strong bipartisan support, and I look forward to its, hopefully, getting signed into law before year's end. But our efforts to help get people back to work most obviously don't start and end with legislation in Washington, D.C. Washington doesn't create jobs. The private sector, entrepreneurs, and small businesses do.

That's why, over the course of the last 2 years, we've put together a 10th District task force that is focused on jobs and have also hosted several highly successful jobs fairs back at home. These jobs fairs brought together local hiring employers with hundreds of job seekers and made a real impact on people's lives. We also organized and hosted educational events with local exporters and manufacturers, exposing them to how they can leverage the Export-Import Bank and new markets opened up by the passage of new trade agreements so as to grow their businesses and create new jobs right here at home.

I supported these things because I want to do everything I can to help businesses and workers in the 10th District and around the country succeed. I've been proud that my time in Congress has allowed me to continue to champion the cause of small business growth, to make sure that small businesses know that they always have a strong advocate for their issues with me in the United States Congress. Over the past few years, I've had the pleasure of touring and visiting literally thousands of small businesses in the 10th District of Illinois. I do this so that I can hear directly from our local business community, and more importantly from the thousands of constituents who work in these businesses, about what Washington can do better to help them.

We did employee town halls in places like the DoALL Company in Wheeling, at the Colbert Packaging in Lake Forest, and at Hollister in Libertyville. We talked ideas with business leaders like Steve Capp of Laserage Technology, Richard Zic of Dynomax, Inc., Jerry Larsen of Larsen Marine, and Matt Eggemeyer of Keats Manufacturing; and I always enjoyed visiting with our community's many storefront business owners, whether on Milwaukee Avenue in Libertyville, in downtown Arlington Heights, or on one of the many beautiful main streets throughout the district.

To some, the big issue was making sure that we had smarter, better crafted regulations that take into account the unique nature of a particular in-

dustry. On this front, we've passed regulatory reform bills to improve the quality of this process and have written letters directly to Federal agencies to ensure that the rules are responsible and not excessively burdensome. We need regulation. We just want that regulation to be smart regulation and tailored regulation, not simply more of it.

Many employers talked to me about the importance of increasing manufacturing and trade opportunities. I've been very happy to advance these issues in Congress as part of a trade working group. I know that the trade agreements we passed with South Korea, Panama, and Colombia are already having and will continue to have a positive impact on manufacturers in the 10th District and around the country. I am also pleased that we recently made progress on improving opportunities with Russia, but we have much more work to do in order to level the playing field regarding trade.

Other small businesses talked to me about the need to have a highly skilled workforce that is better trained and prepared to take jobs in the 21st century. Out of this grew my legislation, the Back to Work Blueprint Act, which would inject a new idea into improving the Federal workforce training program and would ensure that skills developed by workers match with the needs of the employer.

These conversations with small business owners also strengthened my belief that we need to continue the promotion of STEM education in America's schools—science, technology, engineering, and mathematics—skills necessary to make sure students are prepared to take jobs in the 21st century.

Nearly every business owner shared the importance, Mr. Speaker, of access to capital and credit for their businesses. Capital is the lifeblood of our economy, and I am pleased that we focused in on this in this Congress with the passage of the JOBS Act and other legislation that came out of the Financial Services Committee. Of course, many employers and small business owners and individual workers talked with us about the importance of keeping the tax burden low and about making sure that our Tax Code was fairer and simpler. Over the past 2 years, I've been proud to champion this through my active support for comprehensive reform that is focused on low rates, eliminating the lobbyist loopholes, broadening the base, and focusing on economic growth.

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I am confident that this will better help small businesses compete and create additional jobs.

We also heard from many small business owners—like Rick Woldenberg of Learning Resources in Vernon Hills on the need to repeal the expensive and burdensome 1099 provision, which would have placed another unwelcome hardship on small businesses. I was proud to get behind this issue very early on and was a cosponsor of the legislation and saw its passage through into law.

And finally, something that we've frequently heard from both workers and employers is the need for payroll tax relief. This is something which I proposed in legislation of my own, and which I was pleased to support in a different piece of legislation, to put more money into the pockets of hardworking Americans.

In essence, what we heard from our local businesses over the past few years developed into what was my Main Street Jobs Agenda, which I've talked at length about in this Chamber. With it's focus on pro-growth tax reform, increasing exports in manufacturing, access to capital for small businesses, making investments in infrastructure, utilizing domestic energy resources, STEM education, and implementing smarter regulations, I believe, Mr. Speaker, that this remains the best recipe for getting our country back to work.

Beyond our job creation efforts, I'm also proud of our leadership on confronting the Nation's debt crisis. Though not always popular, I refuse to accept the status quo of no budgeting, skyrocketing debt, and a sustained indifference to the reality that ignoring the problem only makes it worse.

With over 40 cents now borrowed on every dollar spent by the Federal Government, this is both a current crisis and a future one as well. Last year alone, we spent more paying the interest on the debt than we spent on the domestic priorities of education, transportation, and natural resource protection combined. This is unequivocally unsustainable, which is why I have dedicated much of my time and effort into reining in spending in Washington and championing a big, bipartisan debt reduction agreement.

I'm very proud of our efforts to introduce the first bipartisan budget in a generation. I want to thank STEVE LATOURETTE and JIM COOPER for their efforts and leadership on this. I also want to thank Congressman QUIGLEY for working with me to cosponsor and advance this legislation, which is based on the bipartisan Simpson-Bowles framework. Mr. Speaker, this budget ultimately failed to pass the House, but I remain proud of our bipartisan effort-for which the USA Today called us the "Brave 38"-and I believe this type of thoughtful, independent leadership, this is the type of leadership that the 10th District deserves.

I also believe that the courage and leadership shown by the House to take on the difficult but necessary position of reining in entitlement spending deserves recognition. We know that Medicare stands out as a primary driver of our debt in the future. And, unfortunately, this future is not so far off. With one of Medicare's key programs scheduled to go bankrupt in the next 10-12 years, sustaining the status quo

unavoidably means dramatic cuts down the road on those vulnerable Americans who need the program the most, crippling increases to the debt, and most likely both.

Instead, I believe we have a generational obligation to ensure that our children's potential is not crushed by a debt burden born out of the inability to govern responsibly. Ultimately, something as big as Medicare reform requires broad bipartisan support, so we're not there yet. We're not, but I do want to express my appreciation to Democratic Senator RON WYDEN and the House Budget Committee Chairman PAUL RYAN for recognizing that a solution must be found if we ever want to get this country on stable financial ground.

While many can find fault and issues with any proposal, we as Americans must applaud and encourage bipartisan solutions. We must strengthen our social safety net and ensure its long-term viability.

Of course, getting our debt under control impacts more than just what we do domestically. It impacts our ability to keep our homeland safe and free, and it impacts our power to provide leadership on the international stage.

The 10th District has a history and tradition of thoughtful global outlook and a special appreciation for the positive role American leadership can and must play in the world. This is a responsibility that I fully embrace and advanced.

I have been honored to work with the Armenian-American community to advance the Armenian Genocide Recognition Resolution here in this Congress. I want to especially thank Ken Kachigian, Ari Killian, and Greg Bedian, and all the people at All Saints Church and the Armenian Cultural Center in Glenview, Illinois, for their support in educating me about their key issues and concerns.

I also want to recognize the Bahai community in the 10th District, which helped me build support for the resolution I introduced bringing attention to the horrible mistreatment and atrocities of the Bahai people persecuted in Iran.

We put together a Human Rights Advisory Board which allowed us to better speak out about the mistreatment of religious minorities in Pakistan and Bangladesh, especially in the Hindu community. And we supported numerous initiatives aimed at addressing human rights abuses taking place in Africa. I especially want to thank Dr. Richard Benkin for his commitment and help with regard to this area.

And of course we also focused on human rights and democracy promotion inside of Iran. But our work on Iran obviously did not stop there.

Mr. Speaker, in my very first speech on this House floor, I said that Iran posed the number one security threat to the United States. And thanks to the advice and counsel of so many good

people in the 10th District of Illinoiscommunity leaders like Sandy Perl, Keith Shapiro, the late Richard Schoenstadt, Janet and Gadi Cohen, Caryn Garber, Morrie Silverman and Lori Komisar, Richard Stein, Andy Hochberg, Steve Lavin, Rick Bachrach, Rabbi Aaron Melman, Peggy Shapiro, Rabbi Victor Weissberg, Marc Sacks, Steve Hefter, Andy Lappin, and so many more. Thanks to their passion, we continue to work on preventing this Iranian regime from acquiring a nuclear weapons capability. We advanced many vital measures in this Congress on this issue, and I've been pleased to have the opportunity to act as a leading voice and a champion in Congress for strengthening the sanctions on Iran. So much energy has gone into these efforts, not just from me, but from many Members, and I will continue to urge that the United States ratchet up the pressure on Iran's nuclear ambitions until the threat is affirmatively and effectively dismantled.

Another focus of mine has been finding ways to strength the United States-Israel relationship. Whether it has been delivering speeches from the floor of the House Chamber, drafting and introducing resolutions affirming Israel's right to a secure border, traveling to Israel and meeting with Israeli officials, authoring letters and recruiting other Members to sign on in support, such as an early effort we led to show the commitment of House freshmen to fully fund our foreign aid commitment to Israel, including Iron Dome, in a tough budget climate, or cosponsoring and voting for critical legislation, I have looked to provide true leadership in support of our ally Israel's long-term security.

Finally, I've looked to provide the 10th District with thoughtful, independent leadership in Congress which it has had and I believe deserves. Our district is bound by deep-routed characteristics—namely, a desire for pragmatic, effective leadership, vigorous independence, and the ability to work with the other side of the aisle in a civilized and bipartisan manner.

On this, I'd like to especially recognize my two most recent predecessors for this seat, Senator MARK KIRK and John Porter. These men have served as valued mentors and friends. I've worked to carry on the proud legacy that they burnished for the 10th District. John Porter and now-Senator KIRK have helped me in ways greater than they even know, and I'm deeply honored to consider them my friends. To this day, they continue to care deeply about the people of the 10th District of Illinois. The quality of who they are and what they achieved is reflected in the appreciation that our area still has for these two incredible men. They set the standard by which the 10th District leadership is measured, and I cannot thank them enough.

The thoughtful, independent leadership that John Porter and MARK KIRK embodied are the same virtues that I pledged to advance as I began my service to the people of the 10th District. I'm proud to stand here today and say that I believe that I've made good on this commitment.

On a number of issues, ranging from the environment, education, stem cell research, title X funding and women's health, gun control, and transportation infrastructure, I've never been afraid to break from any party and do what I believe is best for my constituents and district.

#### $\square$ 2010

This is why I've consistently been ranked and considered as one of the most independent and bipartisan Members of this body.

Mr. Speaker, as an Eagle Scout, my Scoutmasters, Lee Getschow, Charlie Barnes and Artie Bergman, taught me to respect and love the outdoors, which is why I especially want to highlight our work to protect Lake Michigan.

Beginning with the first bill I introduced in the House, the Great Lakes Water Protection Act, along with my good friend, DAN LIPINSKI, Senators MARK KIRK and DICK DURBIN, I'm proud of our efforts to keep Lake Michigan clean. This legislation would prohibit wastewater pollution from running into the Great Lakes, but our work to protect the 10th District's most cherished natural resource did not stop there.

We focused on supporting the Great Lakes Restoration Initiative through authoring and supporting funding amendments and advocating for the GLRI's importance in testimony before the House Budget Committee, all to make sure that this important program to protect the Great Lakes is adequately funded.

On a more local level, I'm proud that we've finally been able to facilitate the clean-up of Waukegan Harbor. The Superfund site which our community has been trying to restore and clean up for more than 20 years has finally started under our watch. So much work that went in to getting this accomplished has happened, and I particularly want to highlight and thank Susie Schreiber, Gerry Larsen and Cam Davis for their dedicated service to cleaning up Waukegan Harbor, getting. finally Lake County's gateway to the Great Lakes delisted as an area of concern by the EPA.

I also want to quickly highlight another cause which I've been proud to champion, and that's STEM education. Science, Technology, Engineering and Mathematics, these are critical educational fields that we need to make sure our young students are not only exposed to but have the tools to excel and compete in the global marketplace. This means giving these core areas extra attention.

And on that, I'd like to highlight the great work and dedication that Dr. Laz Lopez has given. As the principal of Wheeling High School, Dr. Lopez is ahead of the curve in advancing STEM

education among his student, and I believe he's a model for students around the country. He's helped me greatly and has taken on the task of heading up my Educational Advisory Board, and for that I will forever be grateful.

In closing, it has been one of the greatest honors of my life to represent the people of the 10th Congressional District in the 112th Congress. I've never forgotten where I came from and what I came here to accomplish and the importance of governing for the people.

And while I'll miss many things, Mr. Speaker, I will miss most of all the many friends that I've made on both sides of the aisle, and my dedicated and talented staff, some of whom are here this evening: Eric Burgeson, my chief; Kelley Folino; Kim Brisky; Philippe Melin; David Stern; Kris Denzel; Eric Disilvestro; Heb Siam; Eric Miller; Daniel Serota; Mona Dooley; Stefani Zimmerman; Mike Traikovich; Jack Heyden; and Bryan Reed. They all worked tirelessly for the constituents of the 10th District, and I'm proud to call them my friends.

Mr. Speaker, I look forward to seeing this next Congress address some big things, some big issues because there's simply too much at stake. As I think about our Nation's future, I'm reminded of a Winston Churchill quote: Success is not final; failure is not fatal. But it is the courage to continue that counts.

Each Congress brings a new opportunity to write the next chapter in America's exceptional story, but we must always remember that nothing is given. America's greatness must continue to be earned.

Our Nation has been built, generation by generation, through hard work and resiliency of the American people; and our generation must do our part to live up to this awesome responsibility. We must always be a country that stands for freedom and liberty, economic growth and opportunity for every American. And I remain optimistic that we can continue to make this country even better if we stay committed to these principles.

Mr. Speaker, I want to thank the people of the 10th District for the opportunity and honor to represent them in the United States Congress.

I yield back the balance of my time.

## THE GIANT VS. THE MIDGETS

The SPEAKER pro tempore (Mr. DOLD). Under the Speaker's announced policy of January 5, 2011, the Chair recognizes the gentleman from Georgia (Mr. JOHNSON) for 30 minutes.

Mr. JOHNSON of Georgia. Mr. Speaker, I was thinking to myself earlier today, what happens when you put in a cage fight a giant with a midget?

Well, the midget will not win the fight. I'm going to tell you that. Why? He just doesn't carry enough weight

to do so. But if you put 30 midgets in with that giant, then the midgets have a chance. Now, they have weight classes in cage fighting, so you're not going to find a situation where you have two or three against one. You'll just have equal weights. You'll have equally weighted combatants, and then they will go at each other, and the best man will win, or woman.

But we don't have that kind of set up when it comes to relations between employers and employees. There are no weight classes. And so what generally happens is whoever's paying the workers is usually the giant.

And so giants are in business to make a profit. That's how they became big and muscular. But they need those midgets, they need the midgets out there, they need the workers to actually produce the goods or service that is traded in return for the money, which strengthens the giant.

So in an employment relationship, employer/employee, you've got the giant, you've got the midget. Because there are no weight classes in that situation, you have an inherent imbalance. Whoever has the most money has the most clout. They can give you a job, or they can decide that they don't want to hire you. That's not your call. You don't have a right to work. You can offer yourself out for employment, but you don't have a right to work.

So with no weight classes in this employment relationship, where the employer is the giant and the worker is the midget, how do you go about making it a fair fight?

Well, that's where you put the midgets together. You put 30 midgets in with the giant, and the midgets then have a chance, collectively. And so that is how the situation has unfolded here in America.

Seventy-five years ago, almost 75 years ago, Congress passed the National Labor Relations Act, which helps to protect American workers' rights to organize and negotiate the terms of employment with corporations. The midgets get a chance to speak with one voice to the giant. The midgets collectively have the ability to stand somewhat equal to the giant. They have a possibility of winning.

It's never going to be an employee win everything and employer goes down in defeat.

# $\Box$ 2020

No. The thing is the workers get together. The midgets get together to try to get as strong as they can so that they can then deal with that giant in a more productive way. And the giant, wanting to avoid the fight, decides to speak eye-to-eye with the midgets with the workers—and work it out to where everybody can win. That's what it's all about.

So the National Labor Relations Act, which protected American workers' rights to organize and negotiate the terms of employment, this actually leveled the playing field between the giant and the midget. It leveled the playing field.