

Diocese of San Bernardino

HUMAN RESOURCES

Memo

Date: August 1, 2017

To: All Employees

From: Paula Garcia

Re: Activities and Events Newsletter

Following is the latest edition of the Recreation newsletter. Purchases are made directly from Recreation Connection.

Share this information with employees at your work location, who do not have a diocesan email account.

Thank you,

Paula Garcia

Fun & Savings



Walk-up locations

W. Hollywood, Cedars-Sinai Medical Center, South Tower, Street Level, Room 1604, Near Visitor's Elevator Area 8700 Gracie Allen Drive, Los Angeles, Monday, Wednesday & Thursday, 9am - 4pm, Tuesday, 8am - 3:30pm & Friday 7am-4pm Glendale, RC Corporate, 340 Arden Ave, Suite 101 Glendale, In Clearpath Credit Union Bldg, Monday - Friday, 7:30am-5:30pm Chatsworth, Premier America Credit Union, 19867 Prairie Street, Chatsworth, Thursday & Friday, 9:30am - 5pm Long Beach, Boeing, 4000 N. Lakewood Blvd., Lobby, Friday, 9am - 3pm

(818) 240-7400

www.recreationconnection.com

August 2017

SeaWorld, San Diego

Save \$27.74 plus a FREE 2nd visit!!

SeaWorld lights up at night during the Electric Ocean Festival June 17 -Sept 4. Feel the electricity

of Illuminight! Submerge below the waves as

SeaWorld electrifies the ocean floor featuring larger-than-life sea creatures, lasers, and an electric cast of dancers, acrobats, and musicians. New for summer, Cirque Electrique combines thrilling acrobatics and rousing performances. Great fun for everyone! Event included with park admission. Event dates and

times subject to change or cancellation without notice.

Fun Card (Pay for a Day & play all year free)

Ticket \$79.50, \$94.99 gate Valid now thru 12/30/17 ** Black out date: 12/31/17

Excludes food/merchandise discounts SeaWorld Single Day with 2nd Day Visit Free! (Limited tix available) Special Ticket Offer! Great price!

#144 **\$67.25**, \$94.99 gate Ticket Valid 1/1/17 - 12/31/17

Company Family Picnic at Universal Studios

Hollywood Sun, Sept 10 9am - 10pm

Get ready for the ultimate Hollywood Experience!



Admission into Universal Studios Hollywood (gate reg. \$120)

FREE Parking! (reg \$20)

FREE All-You-Can-Eat Picnic Buffet DJ in the Globe Theatre!

> **Buy Now! Tickets Limited! TICKETS ONLY \$77**

Available online only:

www.recreationconnection.com Not available at Walk up Sites

Picnic Menu - Served at Designated Meal Times Potato Salad, Cole Slaw, BBQ Chicken, All Beef Hot Dogs, Angus Burgers, Corn on the Cob, Baked Beans, Assorted Cookies & Brownies, Beverage Stations: Water, Lemonade, Iced Tea

Park Hours are subject to change

Six Flags Magic Mountain,

Private Party, Valencia

Friday, August 18 6 pm - Midnight and 10:30am - 6pm - this ticket is also valid during regular park



Wristband required after 6pm. Parking is free after 5pm.

hours, on August 18!

NOW OPEN: Justice League: Battle for Metropolis, the new interactive, 4D shooter dark ride! Now's your chance to enjoy all the rides, without the weekend crowds. Purchase early, tickets are limited.

Admission #090 \$45.50, \$82.99 reg.

Admission & Meal

#091 \$53.50, \$92.99 reg.

The meal will be served from 7pm - 9pm. Menu: Chicken Strips, Chili Hot Dogs, Caesar Salad, Baked Beans, Kernel Corn, Rolls w/Butter, Soft Drinks, Popsicles & Ice Cream Bars

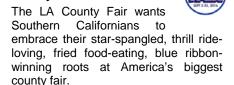
Children age 2 and under are Free.

LA County Fair, Pomona

Sept 1 - Sept. 24

Wed - Sun (only) OPEN Mon, Sept 4th

Dare to Have Fun at the LA County Fair!



With 40 life-size dinosaurs, a castle filled with mystical beasts, ice skating, concerts, farm animals and food, food, food, the LA County Fair brings a blast of end-of-summer fun for families & friends. It dares you to create memories and have a good time again and again and again!

#315 \$13.00, up to \$20.00 gate 6-12 yrs #316 \$ 7.00, up to \$12.00 gate

Also available as E-Tickets at www.recreationconnection.com

Disneyland Resort

Please visit www.recreationconnection.com for more information

Universal Studios, Hollywood [®]

Go behind the scenes of the worldfamous Studio Tour to explore real film

sets where Hollywood movies are made. Plus, hold on tight for the grand Studio Tour's

UNIVERSAL STUDIOS

finale, Fast & Furious - Supercharged. Then, face action head-on in heartpounding rides, shows, and attractions including Despicable Me Minion Mayhem and TRANSFORMERSTM-The Ride 3D.

And don't miss the horrifying world of The Walking Dead Attraction.

Special Exclusive Offer! 12 Month Annual Pass - \$109

Offer not available at Front Gate ticket booths. Pass must be purchased online by 8/20/17 and redeemed for use by 1/31/18.

Savings on 1 Day, Front of Line & VIP Experience tickets available online also. Please visit:

www.recreationconnection.com

Not available at walk-up locations

Water Parks

Aquatica, San Diego **

#1441 \$35.05 \$46.00 gate

Buccaneer Cove @ Boomers, Irvine **

Ticket \$14.99 \$19.99 gate

Knott's Soak City, OC

#599 \$34.50, \$48.00 gate Ticket

Raging Waters LA, San Dimas

Ticket **#602 \$30.50**, \$45.99 gate

Six Flags Hurricane

Cove available online only

Harbor, Valencia

#162 \$29.75, \$41.99 gate Ticket

Splash Kingdom at Pharaoh's, ** Redlands

Ticket **#1558 \$19.50**, \$32.99 gate

3-10 **#1559 \$14.00,** \$18.99 gate E-tickets also available at

www.recreationconnection.com ** Aquatica, Splash Kingdom & Buccaneer

Join & Follow us on Facebook & @Rec Connection



Fun & Savings									
California	Item#	Emp. Price	Gate Price	Expiration I	Date				
Adventure City, Anaheim info (714) 236-9300	#581	15.50	18.95	Unlimited Use Ticket ages 1 year & over 12 months and under free with paid admission	None				
Aquarium of the Pacific, LB	#479	19.95	29.95	Adult 12/	/31/17				
info (562) 590-3100	#480	14.95	17.95	3-11 years					
Boomers , Multiple Locations info (949) 559-8336	#604	21.99	49.99	Unlimited 4 Hour Pass 12/	/31/17				
Catalina Express	#560	62.50	73.50	Adult (LB, SP, Dana Pt) (excs 9/2-9/4) 12/	/31/17				
info (800) 422-9159	#561	53.00	58.00	2-11 years \$2 surcharge from D					
Disneyland Resort	Excl	usive Offe	r! Available	ailable online at www.getawaytoday.com/recreationconnection					
Golf n' Stuff, Norwalk	#417	14.00	23.00	All Park Pass (1 Round of Mini Golf & 4 Rides)	None				
info (562) 868-9956	#038	18.50	28.00	3 Hour Unlimited Use Ticket	None				
,		Free		Golf for those 3 years and under with each paid admiss	ion				
Grammy Museum at L.A. Live info (213) 765-6800	#347	8.75	12.95	Ticket 12	/31/17				
Knott's Berry Farm, Buena Park	#489	41.00	75.00	Adult 12/	/31/17				
info (714) 220-5200	#490	38.00	45.00	3-11 yrs or 62+					
LEGOLAND [®] California Resort	#582	79.00	95.00	LEGOLAND® only, Adult (2 nd Day Free) 12	/31/17				
info (760) 918-5346	#583	74.00	89.00	LEGOLAND [®] only, 3-12 yrs (2 nd Day Free)					
` '	#584	84.00	119.00		/31/17				
	#585	79.00	113.00	Resort Hopper, 3-12 yrs (2 nd Day Free)					
Los Angeles Zoo	#352	15.50	20.00	Adult	None				
info (323) 644-4200	#353	12.00	15.00	2-12 years					
Madame Tussauds Hollywood	#454	18.50	30.95	Adult (Free Wax Hand with every ticket.)	/10/18				
info (323) 798-1670	#455	16.00	23.95	4-12 years					
Magicopolis, Santa Monica	#447	19.00	34.00	Fri or Sat, 8pm	/31/17				
info (310) 451-2241	#448	13.50	24.00	Sat or Sun, 2pm					
Medieval Times Dinner & Tournament	#579	41.95	61.95	A 1 16 /	/30/17				
info (888) 935-6878 Buena Park	#580	32.70	36.95	12 & under, (valid for all shows except 12/31) (All MT Tickets Not valid with Birthday Free Offer),	30/17				
Newport Landing Sportfishing		32.00	41.50		31/17				
info (949) 675-0550		27.50	34.50	½ day – under 12 or over 60	01/11				
1/2 & 3/4 Day Sportfishing		52.00	71.00	Adult ¾ day (additional fuel charge may apply) 12/	/31/17				
Available Online Only		42.00	61.00	3/4 day – under 12 or over 60					
Newport Landing Whale Watching	#570	16.00	32.00	·	/31/17				
info (949) 675-0550	#571	12.50	26.00	12 and Under					
Pacific Park, Santa Monica Pier	#380	18.00	29.95	Unlimited Ride Wristband (Not Valid 7/4) 12/	/31/17				
info (310) 260-8744 4 Pack Available onlii	ne only	108.00	149.00	4 Wristbands & 4 Meal Vouchers (Not Valid 7/4)					
Pirate's Dinner Adventure, Buena Park	#475	38.50	59.95	Adult (Not Valid 6/18, 12/31/17) 12/	/30/17				
info (714) 690-1497	#476	28.50	36.95	3-11 years					
Reagan Library, Simi Valley	#605		00Adult 18-	•	1/5/18				
Info (805)522-2977	#606		00 3-17 year s						
Queen Mary, Long Beach	#345	19.95	29.00		/30/17				
info (562) 435-3511	#346	14.00	19.00	4-11 years					
San Diego Zoo	#572	43.00	52.00	(' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' '	2/7/17				
info (760) 747-8702	#573	34.75	42.00	3-11 years & Skyfari aerial tram)	0/7/1-				
San Diego Zoo Safari Park	#574 #575	43.00 24.75	52.00	,	2/7/17				
Formerly known as Wild Animal Park	#575	34.75 67.25	42.00	3-11 years Single Day w/2 nd Day Free (Ages 3+) 12/	104147				
SeaWorld, San Diego	#144	67.25 79.50	94.99		/31/17				
info (619) 226-3901 See's Candies 1-Ib Gift Certificate	#366	79.50 17.25	94.99	,	/30/17 None				
info (800) 895-7337	#607	17.23	19.90	1-lb Gift Certificate	None				
Six Flags Magic Mountain, Valencia	#161	52.25	82.99						
Universal Studios Hollywood									
Info (661) 255-4111	Excl	usive Offe	r! Availabl	e online at www.recreationconnection.com	1				
** Additional Processing Fees apply									

** Additional Processing Fees apply.

All tickets are available at Walk-up Locations except Universal Studios Hollywood, Disneyland Resort, Pacific Park 4 Pack, & Newport Landing Sportfishing.

E-tickets are available for all items except See's Candies.

Southern California & Northern California online tickets

Please visit www.recreationconnection.com to purchase

Academy of Sciences, San Francisco

Aquarium of the Bay, San Francisco

Belmont Park, San Diego

Boomers, Fresno, Livermore, Modesto, Santa Maria

California's Great America, Santa Clara

Castle Inn & Suites, Anaheim

Castle Park, Riverside

Dana Wharf Sportfishing, Oceanside

Dinner Detective

LA Studio City, Orange County, Thousand Oaks locations

Dolby Theatre Tour, LA

Gilroy Gardens, Gilroy

Hornblower Cruises, Available for:

Sacramento, San Diego, San Francisco, Newport Beach

IMAX Theatre, CA Science Ctr, LA

Madame Tussauds, San Francisco

MB2 Raceway, Sylmar or Thousand Oaks

Monterey Bay Aquarium, Monterey

Newport Landing Sportfishing, Newport Beach

Reagan Library, Simi Valley (Includes Titanic Exhibit)

Red & White Fleet, San Francisco

Red Line Tours - Total Hollywood Experience

Restaurant.com

Sandals & Beaches Resorts

Santa Cruz Boardwalk. Santa Cruz

SHN Theatres, San Francisco

Universal Studios Hollywood, Universal City

USS Iowa, San Pedro

USS Midway, San Diego

Winchester Mystery House, San Jose

LEGOLAND[®] California Resort

Save up to \$35.00 per adult & 2nd Day Free!

LEGOLAND® California has more than 60 rides and attractions including



the new LEGO[®] Star Wars[™]: The Force Awakens Miniland Model Display featuring a 16-foot long Finalizer model made completely out of LEGO bricks. The Resort is also home to the LEGOLAND Water Park, SEA LIFE® Aguarium and the LEGOLAND Hotel. For information, visit LEGOLAND.com

LEGOLAND California Resort Hopper 2nd Day Free to LEGOLAND, Sea Life and Waterpark, (on same day!) *

#584 **\$84.00**, \$119.00 gate Adult 3-12 yrs #585 **\$79.00**, \$113.00 gate *(Includes a 2nd Day at LEGOLAND, Sea Life & Waterpark for Free that must be used by 1/13/18.

Bring your tix back with you on your 2nd Visit; it will scan at the turnstile a 2nd time.

LEGOLAND California

2nd Day Free to LEGOLAND! **

#582 **\$79.00**, \$95.00 gate 3-12 yrs #583 **\$74.00**, \$89.00 gate * (2nd Day must be used within 90 days of first visit or by 1/13/18, whichever comes first.)

Available online & at RC walk up sites Online tickets expire 12/31/17 Expiration Dates are subject to change

A \$1 transaction fee is added to each walk up purchase. Purchaser's current payroll stub from an authorized organization and valid picture ID required for all walk up purchases. CASH, cashier's check or money order accepted for payment. Prices as of 7/22/17. Prices are subject to change without notice.

Sorry no refunds or exchanges. Better priced, time sensitive ticket promotions may be available directly from these attractions.

CityPASS

Save an additional 10% off of the already low CityPASS prices!

- **Atlanta**
- **Boston**
- Chicago
- **Dallas**
- Houston
- **New York**
- **Philadelphia**
- San Francisco
- Seattle
- Tampa Bay
- **Toronto**

LEGOLAND Hotel at

LEGOLAND California Resort!

Treat your family to the ultimate **LEGO** experience, a day at LEGOLAND California Resort and a night at the



CityPAS

LEGOLAND Hotel! Select from 250 quest rooms all themed in one of four popular LEGO lines - Pirate, Kingdom, Adventure or LEGO Friends. Exclusive early access to LEGOLAND plus Free breakfast buffet at Bricks Family Restaurant.

For exclusive Recreation Connection savings -

save 15% when you book thru www.LEGOLAND.com/RecreationConnection Not available at Walk-up locations.

Purchase Nationwide Sporting Events, & Concert Tickets with a 10% discount through the Ticket Monster resale marketplace link!



www.recreationconnection.com

Join our Mailing List!

Don't miss out - Be the first to know about:

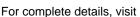
- Monthly ticket drawings!
- **New attractions**
- **Exciting events**
- Special offers
- **Hotel discounts**

It's so easy to join:

Text RCDISCOUNT to 22828 Or visit

www.recreationconnection.com

Walk-up Locations



www.recreationconnection.com

Chatsworth, Glendale, Long Beach, West Hollywood and Woodland Hills

Hotels by

Member Travel Specials

Recreation Connection members can save up to 60% on hotel rooms! Member Travel Specials offers discounts to over 60.000 hotels world-wide.



Visit: www.recreationconnection.com

Something New!!

Visit:

www.recreationconnection.com

Cruise Planners Summer Breeze Festival Tikkun Holistic Spa The Ultimate Escape Rooms

Plus So Much More!!!

Whitewater Adventures,

Rumsey, CA

Voted #1 Outfitter since 1982! **Special Recreation** Connection rates!

SHOTEWAY BY

Choose One or Two-Day, All-Inclusive, Overnight Whitewater Rafting Trip (Meals included).

BOOK online at www.gotwhitewater.com & use the special Promo Code to save!

Two-Day Promo Code: "RIVER2017" Saturday Promo Code: "RAFTING2017" Sunday Promo Code: "CACHE2017"

Want to make a 3-Day trip? Ask about the optional Friday night VIP Camp! - Call the night before your weekend trip!

Movie Tickets



Member Gate Exp. Item # Price Price Date

AMC

Unrestricted Black #22 \$10.50 16.00 none Bundle (Green) ** #16 \$28.50 45.00 none (2 AMC Green tickets, 2 drinks & 1 popcorn voucher)

Bundle (Black) #401 \$30.50 45.00 (2 AMC Black tickets, 2 drinks & 1 popcorn voucher) ** PLEASE NOTE: AMC Green tickets are not valid for any Disney or Disney released movie. See our website for details-Limited quantities.

Carmike / Muvico

#149 \$8.00 14.00none

	11 170	ψ0.00	14.00110110	
Cinemark / Rav	e Cine	emas /	Centur	У
Unrestricted	#26	\$8.75	13.50	none
Harkins				
Classic	#15	\$7.25	14.00	none
Ultimate VIP	#14	\$8.25	14.00	none

Krikorian (not valid for special engagements) Unrestricted **#93 \$7.75** 12.00 Laemmle

Restricted

Landmark

#10 \$6.25 11.00

none

Restricted

#391 \$8.50 13.00 none

Regal Entertainment Group

Valid at Edwards, Regal or United Artists Unrestricted **#473 \$8.75** 14.75 none Premiere Movie Pack - (2 unrestricted movie tickets and one \$10 concession card.)

#474 \$27.00 34.00

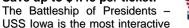
Regency

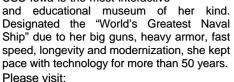
Restricted **#85 \$7.85** 11.50 none Restricted movie tickets are typically valid after the first 10-12 days of selected new films. Unrestricted movie tickets are valid for any movie, any show time. All

movie tickets may have surcharge fees for IMAX, 3-D, Special or Luxury seating or location and are not valid for special events or private screenings. (Some prices above include a \$0.25 - \$0.35 service fee).

USS Iowa, San Pedro

Save up to \$4.45 per ticket!





www.recreationconnection.com

Orlando Vacation

Call Toll Free: 1(888) 632-1333!

Start Orlando Vacation for your affordable family trip to They Orlando! offer



Recreation Connection Members Exclusive Discounts on theme park tickets to all the major attractions, hotels, and vacation homes in Orlando.

- NEW! CRUISES Disney & Royal Caribbean
- Discount Disney World, Universal Studios, LEGOLAND Florida, and Sea World Tickets.
- Vacation Pool Homes fully stocked and professionally decorated, starting as low as
- Orlando Hotels and Resorts close to theme parks, starting as low as \$55.00/night.
- Discount Vacation Packages which include theme park tickets and lodging.
- Also many popular Orlando attractions.

Knott's Berry Farm,

Buena Park

Save up to \$34.00 per Adult ticket!

There's farm fresh fun for everyone coming to Knott's Berry Farm in 2017 with a brand new thrill ride, Sol Spin that opened April 24,



the exciting return of Ghost Town Alive! this summer, and the expansion of Knott's Soak City Waterpark (separate ticket required). These new adventures join the world-class line up of more than 40 rides and attractions.

#489 \$41.00. \$75.00 gate 3-11 or 62+ #490 \$38.00, \$45.00 gate Valid thru 12/31/17

Catalina Express,

Long Beach, San Pedro or Dana Point Save \$11.00 off each Adult ticket!

The Catalina Express provides the fastest boat service to the Santa Catalina Island,



with up to 30 daily departures from San Pedro, Long Beach and Dana Point, These modern vessels whisk you to a fun-filled getaway in comfort and style. Aboard you will enjoy airline-style seating, cocktail service and friendly attendants. Secure parking is available at all three locations.

#560 \$62.50, \$73.50 gate Adult **#561 \$53.00,** \$58.00 gate 2-11 yrs (\$2.00 surcharge from Dana Point) (Not valid 9/2-9/4)

Expire 12/31/17

E-Tickets

Processed 7 days a week!

Monday-Friday, 7:30am - 4:30pm. Saturday, Sunday & Holidays, 7:30am - 2pm.

E-Tickets ordered from our website are processed and emailed to you within 1 hour after the order is received.

LA Angels of Anaheim

A limited number of Terrace Box & Terrace All Star seats are available to select games in Anaheim.



#603

\$31

VS.

Indians Tue, Sep 19 7:07pm \$31

Ducks Night Beanie

Mariners Sun. Oct 1 12:07pm

Regular gate price: \$45 - \$95

All game times are subject to change. These seats must be pre-purchased. Actual tickets will be available at Will Call on Game Day.

LA Dodgers

A limited number of good reserved MVP section seats are available to this game at Dodger Stadium.



VS.

Rockies Sat, Sep 9

#591 6:10pm

\$37 Great Dodger Moments Coin #8

Regular gate price: \$36 - \$56

All game times are subject to change. These seats must be pre-purchased. Actual tickets will be distributed 1 week prior to event.

Aquarium of the Pacific,

Long Beach

Save \$10.00 off each Adult ticket!

journey Take а of discovery the at Aguarium of the Pacific. NOW OPEN: FROGS:



Dazzling and Disappearing. Learn why frogs and other amphibians are disappearing from our planet. There is no better time to visit the Aguarium of the Pacific than now!

#479 \$19.95, \$29.95 gate Adult 3-11 yrs #480 \$14.95, \$17.95 gate Valid thru 12/31/17

AMC Movie Theatres

Save up to 34% on tickets!

Want to give the gift of entertainment and save during money any season? Give **AMC®** Black Tickets! Movies



coming in August: The Dark Tower, Detroit, The Hitman's Bodyguard, Polaroid, & The Glass Castle.

AMC® Black Ticket Price: \$10.50 AMC® Theatres Bundle Pack: \$30.50

The AMC Movie Bundle includes two AMC® Black Tickets, two Show Snack® drink vouchers and one Show Snack® popcorn voucher.

Snow Summit Mt. Bike Park,

Big Bear Lake

Tickets available at: www.recreationconnection.com

Recreation Connection

P.O. Box 1369 • Glendale, CA 91209-1369

Order by Mail

Order On Line

Order by FAX

Office Hours:

Mon - Fri,

7:30 a.m. - 5:30 p.m. PT

Tel: (818) 240-7400 • Fax: (818) 240-7410

www.recreationconnection.com

1. Ordered by: (Please Print Clearly and Use In	k Only: To avoid errors, please complete this for	m in detail)				
Employee/Member Full Name:	Company/Organization:	Company/Organization:				
Employee/Member DAY Phone:						
Please select one: (All orders are shipped via UPS Grou Ship to: Business or Residence	and unless UPS Next Day is requested.)					
Ship To Name:						
*Business Name Address:Billing/Card Holder:						
Residential:	Mailing Address					
	City: Sta					
Day Phone#:						
2. Ticket Ordered:	<u> </u>					
Quantity Description	SKU/Plu Item# Unit Price	Total Price				
3. Method of Payment	Shipping, Handling and Processin	Shipping, Handling and Processing				
Cashier's Check Money Order	Fees E-Ticket via Email, 3% of the order total					
Payable to: Recreation Connection	plus \$2.50	+				
•	UPS Ground, 3% of the order plus \$9.12					
Please charge my: Visa MC Disco	ver UPS Next Day (except Sat), 3% of the order plus \$29.95					
Card Number:	UPS Next Day, Sat, 3% of the order plus \$32.95					
	— Subtotal					
Exp. DateMonthYear **V-Code:						
** Can be found after the account number on the back of you	Total Amount England					
ŕ						
Name of Cardholder:						
Card Holder's	For office use only					
Signature:						
4 Culturality course and c	*Note: All orders are shipped in II	DC Ground unless LIDC				
4. Submit your order	Next Day is requested.	*Note: All orders are shipped via UPS Ground unless UPS Next Day is requested.				
FAX order to (818) 240-7410						

Credit card purchase only

Mail order to: Recreation Connection

P.O. Box 1369, Glendale, CA 91209

Cashier's Check / Money Order / Credit Card purchases.

The activities described herein are not endorsed by nor affiliated with your company or Recreation Connection. Participation / Attendance is entirely voluntary and all participants assume the risk of any and all injury, loss or damage of any nature.

Tickets are not for resale. Returned checks are subject to a service fee, as permitted by law. We may electronically collect returned checks, service charges and other applicable charges. Orders received Monday through Friday (except holidays) before 2 p.m. Pacific Time will be processed and shipped out the same business day they are received.

All sales are final

No exchanges or refunds

Prices Subject to Change