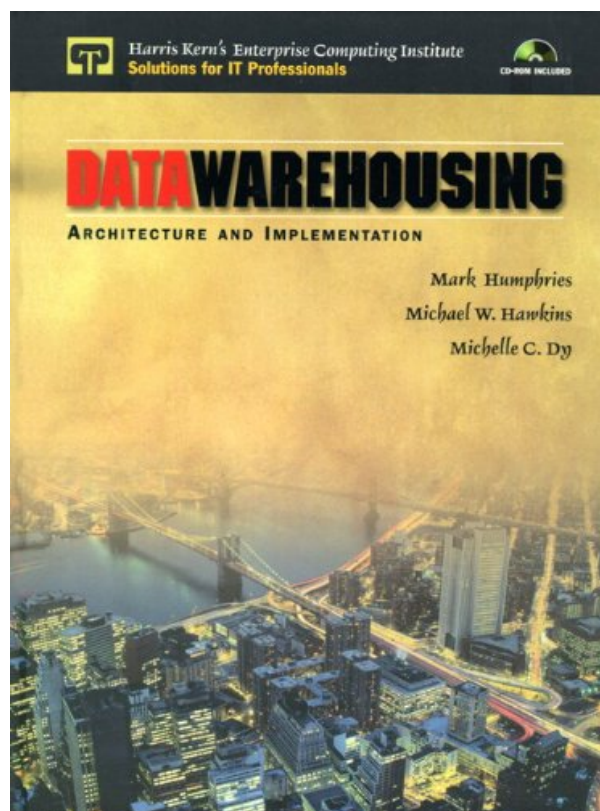


DATA WAREHOUSING: ARCHITECTURE AND IMPLEMENTATION BY MARK W. HUMPHRIES, MICHAEL W. HAWKINS, MICHELLE C. DY



**DOWNLOAD EBOOK : DATA WAREHOUSING: ARCHITECTURE AND
IMPLEMENTATION BY MARK W. HUMPHRIES, MICHAEL W. HAWKINS,
MICHELLE C. DY PDF**





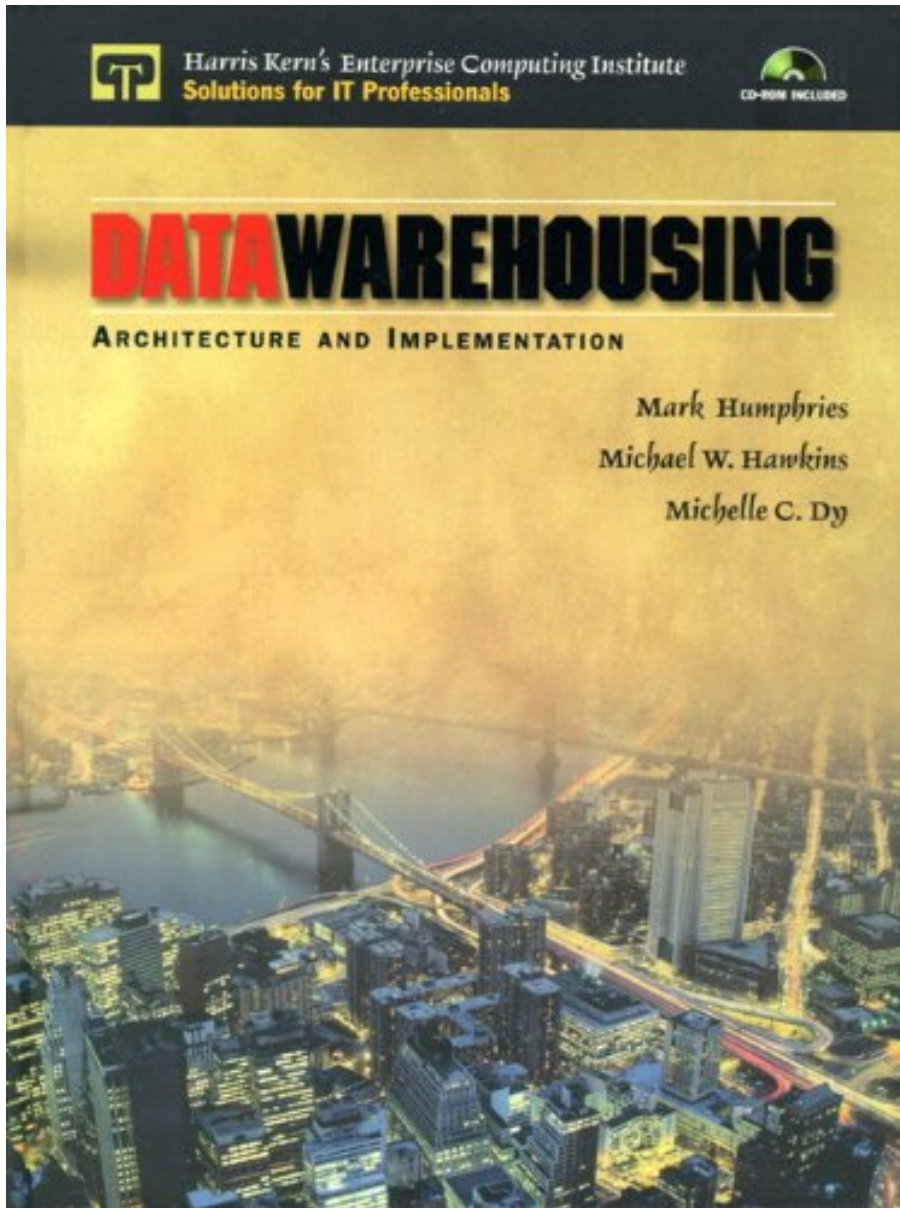
Harris Kern's Enterprise Computing Institute
Solutions for IT Professionals



DATAWAREHOUSING

ARCHITECTURE AND IMPLEMENTATION

Mark Humphries
Michael W. Hawkins
Michelle C. Dy



Click link bellow and free register to download ebook:

**DATA WAREHOUSING: ARCHITECTURE AND IMPLEMENTATION BY MARK W.
HUMPHRIES, MICHAEL W. HAWKINS, MICHELLE C. DY**

[DOWNLOAD FROM OUR ONLINE LIBRARY](#)

DATA WAREHOUSING: ARCHITECTURE AND IMPLEMENTATION BY MARK W. HUMPHRIES, MICHAEL W. HAWKINS, MICHELLE C. DY PDF

So, simply be below, locate the e-book Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy now and also check out that quickly. Be the very first to read this book Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy by downloading and install in the web link. We have some various other books to read in this site. So, you could locate them additionally conveniently. Well, now we have done to offer you the finest e-book to review today, this Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy is really suitable for you. Never neglect that you require this book Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy to make much better life. On the internet e-book **Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy** will actually offer simple of everything to read and also take the benefits.

From the Inside Flap

Preface

This book is intended for Information Technology (IT) professionals who have been hearing about or have been tasked to evaluate, learn or implement data warehousing technologies. Far from being just a passing fad, data warehousing technology has grown much in scale and reputation in the past few years, as evidenced by the increasing number of products, vendors, organizations, and yes, even books, devoted to the subject. Enterprises that have successfully implemented data warehouses find it strategic and often wonder how they ever managed to survive without it in the past. As early as 1995, a Gartner Group survey of Fortune 500 IT managers found that 90 percent of all organizations had planned to implement data warehouses by 1998. Virtually all Top-100 US banks will actively use a data warehouse-based profitability application by 1998. Nearly 30 percent of companies that actively pursue this technology have created a permanent or semipermanent unit to plan, create, maintain, promote, and support the data warehouse. If you are an IT professional who has been tasked with planning, managing, designing, implementing, supporting, or maintaining your organization's data warehouse, then this book is intended for you. The first section introduces the Enterprise Architecture and Data Warehouse concepts, the basis of the reasons for writing this book. The second section of this book focuses on three of the key People in any data warehousing initiative: the Project Sponsor, the CIO, and the Project Manager. This section is devoted to addressing the primary concerns of these individuals. The third section presents a Process for planning and implementing a data warehouse and provides guidelines that will prove extremely helpful for both first-time and experienced warehouse developers. The fourth section of this book focuses on the Technology aspect of data warehousing. It lends order to the dizzying array of technology components that you may use to build your data warehouse. The fifth section of this book opens a window to the future of data warehousing. This book also comes with a CD-ROM that contains two software products. Please refer to the readme.txt file on the CD-ROM for any last minute changes and updates. The enclosed software products are: R/olapXL --

R/olapXL is a powerful query and reporting tool that allows users to draw data directly into Microsoft Excel spreadsheets from any dimensional data mart or data warehouse that resides on an ODBC-compliant database. Once the data are in Microsoft Excel, you are free to use any of Excel's standard features to analyze, report, or graph the retrieved data. Warehouse Designer -- Warehouse Designer is a tool that generates DDL statements for creating dimensional data warehouse or data mart tables. Users specify the required data structure through a GUI front-end. The tool generates statements to create primary keys, foreign keys, indexes, constraints, and table structures. It recognizes key dimensional modeling concepts such as fact and dimension tables, core and custom schemas, as well as base and aggregate schemas. Also enclosed is a License Agreement that you must read and agree to before using any of the software provided on the disk. Manuals for both products are included as appendices in this book. The latest information on these products is available at the website of Intranet Business Systems, Inc. The URL is intranetsys.

From the Back Cover

8090B-0

A start-to-finish process for deploying successful data warehouses.

This book delivers what every data warehousing project participant needs most: a thorough overview of today's best solutions, and a reliable step-by-step process for building warehouses that meet their objectives. It answers the key questions asked by everyone involved in a data warehouse initiative: project sponsors, developers, managers, and CIOs. And, with over 75 figures, it doesn't just tell you how to get the job done: it shows you.

- Migration strategies and scenarios
- Management and support: issue resolution, capacity planning, security, backup, and more
- Specific answers for project sponsors, managers, and CIOs
- 12 steps for implementation
- Best techniques for schema design and metadata
- Choosing the right hardware, software, and platforms
- Evolving as new technologies mature

Rely on this book's up-to-date listings of vendors and Web resources. Learn to evolve your data warehouse as new technologies mature-including metadata interchange standards, Web solutions, and Windows ...Ø NT. Whatever your goals, Data Warehousing for IT Professionals will help you achieve them faster and at lower cost.

About the Author

Mark Humphries is President/CEO of Intranet Business Systems, Inc., The Philippines. He has 13 years experience in management and consulting throughout Europe, North America, and Asia, and led major warehousing projects for two U.S. utilities.

Michelle Dy, Business Analyst at Intranet Business Systems, Inc., specializes in methods consulting, BPR, planning, analysis, and design.

DATA WAREHOUSING: ARCHITECTURE AND IMPLEMENTATION BY MARK W. HUMPHRIES, MICHAEL W. HAWKINS, MICHELLE C. DY PDF

[Download: DATA WAREHOUSING: ARCHITECTURE AND IMPLEMENTATION BY MARK W. HUMPHRIES, MICHAEL W. HAWKINS, MICHELLE C. DY PDF](#)

Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy How an easy suggestion by reading can enhance you to be a successful person? Checking out Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy is a really basic task. Yet, just how can lots of people be so lazy to check out? They will certainly favor to invest their leisure time to chatting or socializing. When as a matter of fact, reading Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy will certainly offer you more probabilities to be effective completed with the efforts.

As known, lots of people claim that e-books are the custom windows for the globe. It doesn't imply that getting publication *Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy* will imply that you could acquire this globe. Simply for joke! Reviewing a publication Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy will certainly opened up someone to assume better, to keep smile, to amuse themselves, and also to motivate the expertise. Every e-book additionally has their particular to affect the viewers. Have you recognized why you review this Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy for?

Well, still confused of exactly how to obtain this e-book Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy here without going outside? Merely link your computer or gizmo to the website and start downloading Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy Where? This page will certainly reveal you the web link page to download Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy You never stress, your favourite e-book will be faster all yours now. It will certainly be a lot easier to enjoy reviewing Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy by on the internet or getting the soft data on your gizmo. It will regardless of that you are as well as what you are. This e-book Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy is written for public and also you are one of them who can appreciate reading of this book [Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy](#)

DATA WAREHOUSING: ARCHITECTURE AND IMPLEMENTATION BY MARK W. HUMPHRIES, MICHAEL W. HAWKINS, MICHELLE C. DY PDF

This book delivers what every data warehousing project participant needs most: a thorough overview of today's best solutions, and a reliable step-by-step process for building warehouses that meet their objectives. It answers the key questions asked by everyone involved in a data warehouse initiative: project sponsors, developers, managers, and CIOs. And, with over 70 figures, it doesn't just tell you how to get the job done: it shows you.

- Sales Rank: #3213745 in Books
- Published on: 1999-01-09
- Original language: English
- Number of items: 1
- Dimensions: 9.00" h x .90" w x 6.90" l, 1.33 pounds
- Binding: Paperback
- 360 pages

From the Inside Flap

Preface

This book is intended for Information Technology (IT) professionals who have been hearing about or have been tasked to evaluate, learn or implement data warehousing technologies. Far from being just a passing fad, data warehousing technology has grown much in scale and reputation in the past few years, as evidenced by the increasing number of products, vendors, organizations, and yes, even books, devoted to the subject. Enterprises that have successfully implemented data warehouses find it strategic and often wonder how they ever managed to survive without it in the past. As early as 1995, a Gartner Group survey of Fortune 500 IT managers found that 90 percent of all organizations had planned to implement data warehouses by 1998. Virtually all Top-100 US banks will actively use a data warehouse-based profitability application by 1998. Nearly 30 percent of companies that actively pursue this technology have created a permanent or semipermanent unit to plan, create, maintain, promote, and support the data warehouse. If you are an IT professional who has been tasked with planning, managing, designing, implementing, supporting, or maintaining your organization's data warehouse, then this book is intended for you. The first section introduces the Enterprise Architecture and Data Warehouse concepts, the basis of the reasons for writing this book. The second section of this book focuses on three of the key People in any data warehousing initiative: the Project Sponsor, the CIO, and the Project Manager. This section is devoted to addressing the primary concerns of these individuals. The third section presents a Process for planning and implementing a data warehouse and provides guidelines that will prove extremely helpful for both first-time and experienced warehouse developers. The fourth section of this book focuses on the Technology aspect of data warehousing. It lends order to the dizzying array of technology components that you may use to build your data warehouse. The fifth section of this book opens a window to the future of data warehousing. This book also comes with a CD-ROM that contains two software products. Please refer to the readme.txt file on the CD-ROM for any last minute changes and updates. The enclosed software products are: R/olapXL -- R/olapXL is a powerful query and reporting tool that allows users to draw data directly into Microsoft Excel

spreadsheets from any dimensional data mart or data warehouse that resides on an ODBC-compliant database. Once the data are in Microsoft Excel, you are free to use any of Excel's standard features to analyze, report, or graph the retrieved data. Warehouse Designer -- Warehouse Designer is a tool that generates DDL statements for creating dimensional data warehouse or data mart tables. Users specify the required data structure through a GUI front-end. The tool generates statements to create primary keys, foreign keys, indexes, constraints, and table structures. It recognizes key dimensional modeling concepts such as fact and dimension tables, core and custom schemas, as well as base and aggregate schemas. Also enclosed is a License Agreement that you must read and agree to before using any of the software provided on the disk. Manuals for both products are included as appendices in this book. The latest information on these products is available at the website of Intranet Business Systems, Inc. The URL is intranetsys.

From the Back Cover

8090B-0

A start-to-finish process for deploying successful data warehouses.

This book delivers what every data warehousing project participant needs most: a thorough overview of today's best solutions, and a reliable step-by-step process for building warehouses that meet their objectives. It answers the key questions asked by everyone involved in a data warehouse initiative: project sponsors, developers, managers, and CIOs. And, with over 75 figures, it doesn't just tell you how to get the job done: it shows you.

- Migration strategies and scenarios
- Management and support: issue resolution, capacity planning, security, backup, and more
- Specific answers for project sponsors, managers, and CIOs
- 12 steps for implementation
- Best techniques for schema design and metadata
- Choosing the right hardware, software, and platforms
- Evolving as new technologies mature

Rely on this book's up-to-date listings of vendors and Web resources. Learn to evolve your data warehouse as new technologies mature-including metadata interchange standards, Web solutions, and Windows ...Ø NT. Whatever your goals, Data Warehousing for IT Professionals will help you achieve them faster and at lower cost.

About the Author

Mark Humphries is President/CEO of Intranet Business Systems, Inc., The Philippines. He has 13 years experience in management and consulting throughout Europe, North America, and Asia, and led major warehousing projects for two U.S. utilities.

Michelle Dy, Business Analyst at Intranet Business Systems, Inc., specializes in methods consulting, BPR, planning, analysis, and design.

Most helpful customer reviews

12 of 12 people found the following review helpful.

Solid Overview Reference for Project Managers & Analysts

By R. Louis Wan

Despite the 300+ pages, I was able to finish this book in a day. It provides clear and concise information on how to manage a data warehousing project, caveats & pitfalls, and differences between DW technologies & strategies. The first half of the book focuses on step-by-step DW project management and methodology. The second half focuses on technologies and concepts. However, I felt that the second half of the book was not as strong as the first (probably because technology changes constantly). If you want a book that gives you a step-by-step task list that can be easily transferred to a MS Project plan, then this is the book you want!

6 of 6 people found the following review helpful.

Good coverages of basics - for managers and non DBAs

By Mike Tarrani

Data Warehousing covers a lot of territory, but does not go into depth. If you know this in advance it sets your expectations that this book is more of an educational tool for managers than a "how-to" for data architects and DBAs. I recommend The Data Warehouse Lifecycle Toolkit by Ralph Kimball for those who are seeking an in-depth technical treatment of the subject.

This book will give you a solid foundation of the basics, expose the issues and provide a high-level process for planning and implementing a data warehouse. It is divided into sections, the first three covering people, process and technology.

Section One starts with an overview enterprise IT architectures, how data warehousing fits into the scheme of things, and associated business and technical perspectives. I like the way the authors emphasize business perspectives, which is a consistent thread throughout the book. They use a framework called "InfoMotion", which covers all of the requirements, but (to me) is too wrapped-up in "consultant-speak". For example, they litter this section with nonsense such as "InfoMotion = Information/Data * motion. While it makes perfect sense from a conceptual viewpoint, there is no way to compute it, so why express it as a formula? Parenthetically, data is easy to quantify; measuring information is difficult, but can be done. The motion part of the equation is plain silliness because there is no basis given for measurement. But I am nitpicking here.

You are next introduced to data warehouse concepts. This gives a foundation that is complete and covers all key elements, such as reports, definitions of data warehouse and data mart and operational data stores. I thought this was an excellent introduction. Also included is a brief piece on cost/benefit and return on investment. It was short and hit all of the key points, but would have fit better in the prior discussion of the business perspective.

The next section addresses the people part of a data warehousing project, beginning with the project sponsor. Answers to some incisive questions are given in this part, such as "how will the data warehouse affect decision-making processes?", "how will it improve financial, marketing and operations processes?" and similar business-focused questions. These draw your attention to the real reasons for data warehousing. This section moves naturally into project management considerations, and exposes some common problems like defining project scope, underestimating time and project overhead or factoring the operational support issues after the data warehouse is rolled out and in production. One of the best parts of this section is how the authors counter common problems and risks with advice on how to eliminate or mitigate them. I liked the approach to measuring results, which gives some sound key performance indications that you can use to baseline some total cost of ownership drivers after the data warehouse is in production. This section continues with roles and responsibilities of the project team. The authors have crafted a sound team structure that consists of business and technical representatives who are overseen by a steering committee. This is an excellent approach. I thought the inclusion of users from various business domains was one of the key strengths, because these people know the data's value to the business a lot better than the technical side of the team. On the other hand, I thought it was naive of the authors to state that this group would be required 80% of the time during the project. While I fully agree with this estimate, it is nearly impossible in practice. I wish the authors would have shared how they sold the business side on making an 80% commitment of their best and brightest.

As this section moves into the actual project there are some things I loved about their approach: breaking the project into four parallel tracks and the proposed rollout strategy. These give you a good understanding of the scope and magnitude of a typical data warehouse project.

Section 4 covers technology, and gets a little too technical for a business user in some places, but is just right for an IT manager who is not a DBA or data architect. I liked the discussion of metadata, why normalization is not appropriate for data warehousing, and the treatment of fact and dimension tables.

The final section discusses maintenance requirements once the data warehouse is in production. This prepares you for the realities of managing these systems. I wish the authors would have addressed some of the workload and scheduling issues that are a part of the territory - refreshing the warehouse is going to require a fine balancing act that is going to affect maintenance windows, other production jobs and a plethora of other production headaches if not planned for in advance.

Overall this is a good book for the audience I cited above. I strongly recommend anyone considering a data warehouse to also read *Improving Data Warehouse and Business Information Quality* by Larry P. English.

3 of 3 people found the following review helpful.

Great introduction for technical and non-technical readers

By Linda Zarate

This is a good introduction to data warehousing for business process owners, project managers and service delivery and support professionals. Like all books in the Enterprise Computing series this one follows the people-process-technology pattern, with a focus on business value.

The authors start by showing how data warehouses fit into the context of IT architecture, and how this relates to fulfilling business needs. This is followed by a clearly presented section on concepts that will be easily understood by non-technical readers, especially business process owner who are exploring the benefits and advantages of data warehousing.

Scope and complexity of designing, implementing and deploying a data warehouse are discussed in detail in Section II, starting with some excellent material for developing a business case and determining the cost/benefit ratio of a data warehouse initiative. Information in this section is also useful for planning a data warehouse project because it provides low-level details on roles and responsibilities. A key point here is the way the project is structured with both technical and business resources. I like this approach because it involves all of the major stakeholders and IT customers from the beginning instead of the more common practice of waiting until the last minute to involve the business. This approach will go a long way towards making a data warehouse project a success and ensuring that the business gets what it really needs instead of what IT thinks the business needs.

The technology section of this book is an excellent description of data structures, meta data and topics that need to be understood in view of the large difference between a data warehouse and an online transaction processing system. I learned a lot from this section and appreciated the way the information was clearly presented. I also liked the fact that the authors included a section on production and maintenance. Other books stop short of this important milestone in a development life cycle, which leaves a lot of unaccounted for issues. This section completes the total picture of a data warehousing initiative and sets realistic expectations for the true costs, resources and effort required to implement and maintain a data warehouse throughout its entire life cycle.

This is a nicely done book that is accessible to both technical and non-technical readers, and is one of the best resources with which to get up-to-speed on data warehousing without getting bogged down with too many technical details.

See all 5 customer reviews...

DATA WAREHOUSING: ARCHITECTURE AND IMPLEMENTATION BY MARK W. HUMPHRIES, MICHAEL W. HAWKINS, MICHELLE C. DY PDF

Spending the leisure by checking out **Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy** can offer such excellent experience even you are only seating on your chair in the office or in your bed. It will certainly not curse your time. This Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy will assist you to have more priceless time while taking rest. It is very delightful when at the midday, with a cup of coffee or tea and also a publication Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy in your gadget or computer system screen. By appreciating the views around, below you could start reviewing.

From the Inside Flap

Preface

This book is intended for Information Technology (IT) professionals who have been hearing about or have been tasked to evaluate, learn or implement data warehousing technologies. Far from being just a passing fad, data warehousing technology has grown much in scale and reputation in the past few years, as evidenced by the increasing number of products, vendors, organizations, and yes, even books, devoted to the subject. Enterprises that have successfully implemented data warehouses find it strategic and often wonder how they ever managed to survive without it in the past. As early as 1995, a Gartner Group survey of Fortune 500 IT managers found that 90 percent of all organizations had planned to implement data warehouses by 1998. Virtually all Top-100 US banks will actively use a data warehouse-based profitability application by 1998. Nearly 30 percent of companies that actively pursue this technology have created a permanent or semipermanent unit to plan, create, maintain, promote, and support the data warehouse. If you are an IT professional who has been tasked with planning, managing, designing, implementing, supporting, or maintaining your organization's data warehouse, then this book is intended for you. The first section introduces the Enterprise Architecture and Data Warehouse concepts, the basis of the reasons for writing this book. The second section of this book focuses on three of the key People in any data warehousing initiative: the Project Sponsor, the CIO, and the Project Manager. This section is devoted to addressing the primary concerns of these individuals. The third section presents a Process for planning and implementing a data warehouse and provides guidelines that will prove extremely helpful for both first-time and experienced warehouse developers. The fourth section of this book focuses on the Technology aspect of data warehousing. It lends order to the dizzying array of technology components that you may use to build your data warehouse. The fifth section of this book opens a window to the future of data warehousing. This book also comes with a CD-ROM that contains two software products. Please refer to the readme.txt file on the CD-ROM for any last minute changes and updates. The enclosed software products are: R/olapXL -- R/olapXL is a powerful query and reporting tool that allows users to draw data directly into Microsoft Excel spreadsheets from any dimensional data mart or data warehouse that resides on an ODBC-compliant database. Once the data are in Microsoft Excel, you are free to use any of Excel's standard features to analyze, report, or graph the retrieved data. Warehouse Designer -- Warehouse Designer is a tool that generates DDL statements for creating dimensional data warehouse or data mart tables. Users specify the required data structure through a GUI front-end. The tool generates statements to create primary keys, foreign keys, indexes, constraints, and table structures. It recognizes key dimensional modeling concepts

such as fact and dimension tables, core and custom schemas, as well as base and aggregate schemas. Also enclosed is a License Agreement that you must read and agree to before using any of the software provided on the disk. Manuals for both products are included as appendices in this book. The latest information on these products is available at the website of Intranet Business Systems, Inc. The URL is intranetsys.

From the Back Cover

8090B-0

A start-to-finish process for deploying successful data warehouses.

This book delivers what every data warehousing project participant needs most: a thorough overview of today's best solutions, and a reliable step-by-step process for building warehouses that meet their objectives. It answers the key questions asked by everyone involved in a data warehouse initiative: project sponsors, developers, managers, and CIOs. And, with over 75 figures, it doesn't just tell you how to get the job done: it shows you.

- Migration strategies and scenarios
- Management and support: issue resolution, capacity planning, security, backup, and more
- Specific answers for project sponsors, managers, and CIOs
- 12 steps for implementation
- Best techniques for schema design and metadata
- Choosing the right hardware, software, and platforms
- Evolving as new technologies mature

Rely on this book's up-to-date listings of vendors and Web resources. Learn to evolve your data warehouse as new technologies mature—including metadata interchange standards, Web solutions, and Windows ... NT. Whatever your goals, Data Warehousing for IT Professionals will help you achieve them faster and at lower cost.

About the Author

Mark Humphries is President/CEO of Intranet Business Systems, Inc., The Philippines. He has 13 years experience in management and consulting throughout Europe, North America, and Asia, and led major warehousing projects for two U.S. utilities.

Michelle Dy, Business Analyst at Intranet Business Systems, Inc., specializes in methods consulting, BPR, planning, analysis, and design.

So, simply be below, locate the e-book Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy now and also check out that quickly. Be the very first to read this book Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy by downloading and install in the web link. We have some various other books to read in this site. So, you could locate them additionally conveniently. Well, now we have done to offer you the finest e-book to review today, this Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy is really suitable for you. Never neglect that you require this book Data Warehousing: Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy to make much better life. On the internet e-book **Data Warehousing:**

Architecture And Implementation By Mark W. Humphries, Michael W. Hawkins, Michelle C. Dy will actually offer simple of everything to read and also take the benefits.