

Jacksonville Jaguars Media Conference

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Jacksonville, Florida, USA

James Gladstone

General Manager

Shad Khan

Owner

Liam Coen

Head Coach

Tony Boselli

Executive VP of Football Operations

Tony Khan

Chief Football Strategy Officer

Mark Lamping

President

John Dever

Senior VP/Chief Communications Officer

Donna Deegan

Mayor

Weekday Press Conference

JOHN DEVER: I want to thank you for joining us here at the Miller Electric Center, as we first and foremost introduce the new general manager of the Jacksonville Jaguars, but also to close the loop on perhaps the most impactful 28 or 29 days that this franchise has ever seen.

To do just that, it's my pleasure to introduce the owner of the Jacksonville Jaguars, Mr. Shad Khan.

SHAD KHAN: Thank you, John. Well, what a start to 2025. I hope everyone is as energized as I am, as we aim at the bright future on the field and continue to succeed as we have off the field.

We've got an outstanding leadership of the Jaguars assembled to my left: James Gladstone, Liam, Tony Boselli, Tony Khan, and Mark Lamping.

Before I introduce our new general manager, James



Gladstone, I do want to touch on a few developments since we last met.

First, congratulations to Arik Armstead, who was named NFL Walter Payton Man of the Year for excellence on the field, combined with his commitment to the community.

Anyone who's met Arik and knows him would understand why he's earned this honor and of wearing Walter Payton's silhouette on the jersey.

Arik's heart is big, no matter what he does, and we're proud and fortunate to have him here in Jacksonville. Thank you, Arik. (Applause).

Several weeks ago, I shared the good news that Mark Lamping has agreed to continue as our team president through the 2030 season. Mark's positive impact on the team business has been remarkable, and the leadership on the stadium project, stadium of the future, is going to be essential in the years ahead.

I thank Mark for your commitment to the team and the community. (Applause).

It's also my honor to announce that Tony Boselli would serve his beloved Jaguars as executive VP of football operations. Tony was born for this. His leadership during our GM search was extremely impressive, and his excellent collaboration with Liam helped lead us to where we are, which is to welcome James Gladstone as the GM of the Jacksonville Jaguars.

There's a lot to know about James, a lot to like about James. All of it will become evident today and in the years to come.

But one thing I do want to emphasize is James faced fierce competition during the interview process. Every candidate was outstanding. I think that speaks to the promise the next generation of leadership in the NFL holds.

More importantly, it speaks to the high quality of James Gladstone.



Today's NFL is constantly changing. It's important for us to find a GM who's unafraid of change, someone who can innovate, collaborate, communicate, and evolve.

All of that describes James. It's no wonder James has already produced a brilliant body of work so early in his career, but what's best is his immense promise in the role of general manager.

I'm thrilled we'll get to see James seize the opportunity here in Duval.

James is joined today by his wife Julie and daughter Sabine, mom Kim and dad Gene.

To the Gladstone family, I know you're as proud of James as we are, but I want to welcome you to Jacksonville and the Jaguars family. (Applause).

With that, it's time to meet the new GM of the Jacksonville Jaguars, James Gladstone. (Applause).

JAMES GLADSTONE: Good morning. You know, it really is an honor to be with you all today as the general manager of the Jacksonville Jaguars. I do have to start, first and foremost, by thanking Shad, Tony, and the entire Khan family for believing in me, for entrusting me with such an incredible opportunity.

Their passion for this city, this franchise, it's contagious. I look forward to building something special with them.

As I look across this table, I've also got to give a thanks to Tony Boselli for his leadership throughout this entire process, our football operations staff, who have made it a seamless transition for my family.

I've got to give a thanks to Mark Lamping for his invaluable insights, and to Liam Coen. Liam, I can't wait to bring your vision for this football team to life, working with our coaching staff, our scouting staff and our support staff to give the city of Jacksonville, its fans, and our partners around the world a team that they're proud to support.

To my wife Julie, to my daughter Sabine, to my parents, Kim and Gene, to my siblings, Michelle and DeMarco, the rest of my family, my friends, your presence, your support, I've never had to ride alone. You have elevated me to levels that I didn't know on my own I had the ability to reach.

To the Los Angeles Rams, to everyone I worked with over the last nine years, thank you.

I genuinely believe that this moment, me being seated on

this stage, is not a reflection of anything that I've done on my own but rather a collective effort, and I won't lose sight of it.

To Les and Kara Snead, you guys altered the trajectory of my life. Supporting you, learning from you, that was an honor of a lifetime.

I now look to carry that experience forward every day in this role.

To the Jaguar fan base, I turn to you. With Liam's vision, with a disciplined approach, we're going to bring you a product that you all can be proud of, and we are so appreciative of your support.

With that, game on. (Applause).

JOHN DEVER: Thank you, James. Well said. Let's open the floor for some media questions.

Q. James, when you were reminiscing with Les on Saturday morning, did you take some time to kind of think back as to how this journey happened, because from the moment that you asked him about possibly coming aboard with the Rams at that Starbucks that you guys were at back in June of '16 I think it was --

JAMES GLADSTONE: You've done your research.

Q. Can you talk about how you got to this point, because when you started, you didn't know, apparently did not know whether you wanted to be a part of the NFL world for the rest of your life or whatever.

JAMES GLADSTONE: How much time do we have? Do we have a shot clock here? No, that's a great question. I really appreciate you asking it that way.

I think, first and foremost, Les is unapologetically himself. He offers that same luxury to anybody he comes in contact with, and that is something that I think is one of the best things on planet earth, to simply be able to be yourself.

That's what drew me to him. Even though I was pursuing a career as a high school teacher and football coach, one that I really wanted to embark on from a young age, and pivoted to a different path simply for the sake that I could find somebody that I wanted to learn from and support.

It's been a fantastic nine years, being able to be alongside him for that journey and really building the LA Rams into what they are today. As we transition then into this conversation around, hey, is it now time for us to consider what comes next, it was never going to be something that I



brought up. It was only until he rose his hand and said, it's time.

At that point, when this became available, when he knew that it would be a match with Liam, with Tony and everybody else that you see up here, that's when we began to accelerate sort of the progress of transitioning into the next phase and becoming a general manager.

Q. How quickly did you know after you started working for the Rams that this is something that you really wanted to do possibly for the rest of your life?

JAMES GLADSTONE: I don't know that there was any one moment. I think it's fair to say that I rooted myself in whatever role that I had. I kept my mind there. I think by doing simply that, you'll find good results.

That's any recommendation for anybody that asks. How can I continue to ascend? The first thing I'd say is root yourself where you're at, and as long as you start there, try and remain rooted in that mindset, good things are coming.

Q. James, why did you want to work with Liam? When did you guys realize that your visions or the way you see football sort of meshed? Did you realize when you guys first met that you guys were pretty closely aligned?

JAMES GLADSTONE: Yeah, I can't say when I think back to our time at the Rams there was ever this idea that, hey, we're going to end up being GM and head coach side by side. But by default, because of where our roots both fall, we're aligned just in and of itself.

I think through this whole process, some of the things that really were the most alluring and exciting about this opportunity is that the leadership structure, while it mirrors what I'm familiar with in Los Angeles, and I know that that's one that I, A, can have success in, and B, can be successful in this line of work.

Q. James, really unique for you in those nine years that you guys built this organization two different ways, gave up top picks for Jalen Ramsey and Matt Stafford; then as you promoted your career or you were promoted, scouting became that much more important, including recent picks, which led to the Defensive Player of the Year this year. How do you take everything that you learned, two different ways to build an organization, and now apply that to this team, which has some parts in place but obviously room for improvement in other aspects?

JAMES GLADSTONE: Yeah, that is a great question,

really layered. I'll try to be as clear and concise with my response as possible but touch on some big picture items.

I think, A, the adaptability that that shows amongst the leadership group in Los Angeles and one that we'll look to embody here, knowing that this is an ever-evolving landscape in the NFL and the importance of changing and being ahead of the curve in terms of what success looks like.

I think beyond that, I see a lot of parallels to really my time with the Los Angeles Rams and the current moment in time here with the Jacksonville Jaguars, in particular dating back to sort of the inflection point in 2017 when the Los Angeles Rams were coming off a four-win season, hired a dynamic and resilient head coach, and were able to follow that up with a successful season and successful seasons since.

So really going to tap into all those years of experience and the different sorts of modes of operation and models that we deployed while applying here.

Q. When you look at this roster or this team, what gets you excited or fired up about it?

JAMES GLADSTONE: Yeah, the short of it is there's talent in a lot of key spots, and with the amount of draft capital that we have at our disposal over the next two seasons, it's really exciting about what we can do there, especially knowing that that's the highest volume of draft capital that exists for any team in the NFL over the next two years.

We're coming off two cycles with the Los Angeles Rams where that was the exact same case: 24 picks over the last two drafts. So really this is a dynamic that I'm uniquely positioned to navigate and really looking forward to utilize as a means of continuing to develop this roster.

Q. What was the interview process like on your end? When did you know you felt comfortable and this was the perfect fit for you?

JAMES GLADSTONE: Oh, that was pretty quick. It didn't take long. It was a great interview process, very thorough interview process. The first wave was virtual, and it included people from every department to represent and really begin engagement with whoever was going to end up being offered the position so that we could hit the ground rolling, have some familiarity, et cetera.

Then when we got into the more intimate discussions last week here in person. We dove a bit deeper, surfaced a lot of higher level lines of thinking. But it didn't take long for me to realize that this was a really good landing spot, and



technically, I don't think that Les, like I mentioned earlier, would have ever raised his hand and said, hey, it's time, unless he viewed it as a really strong opportunity to be successful.

Q. Do you look at what you bring to the table as cutting edge or outside the box, and what does that look like in today's NFL or from a GM spot?

JAMES GLADSTONE: Yeah, that's a fair question. I think that, yeah, I have a fresh perspective, I'd say. A deep understanding of really the modern tools and mechanisms that are revolutionizing the sport.

That'll certainly be something that we leverage here, while at the same time we're walking into the combine this afternoon.

The current mode of operation is in rhythm. The cadence is in place. My intent here through this initial spring is to really calibrate my own mode of operation to the current mode of operation, insert some specific efficiencies that will help me better understand our group's insights and perspectives, and then assess at the end of this spring what types of things we can roll out into the future.

But we'll certainly put the pedal to the metal on a lot of advanced modes of operation.

Q. I wanted to ask you about your philosophy of player identification. I saw Matt Miller tweeted something about pro-ready players versus traits players. Can you give a deep dive into what you look for with college players and what you will do to try to bring those guys who can fit into Liam's system right away?

JAMES GLADSTONE: That's a great question. I'm glad you asked. I think it's pretty simple from my perspective. We will prioritize people and players that are intangibly rich, and by doing so, they will elevate our ecosystem, our team, by being nothing more than themselves. It's as simple as that.

Q. You talked about a lot of things, but the ever-changing landscape of the NFL, and then you talked about the mode of operation. But I assume you're hitting analytics. Obviously Tony is deep in that, but how much more is there to be found and had in the role of analytics in terms of building rosters and maybe even helping with the game management stuff?

JAMES GLADSTONE: Tony will be leveraged for sure. His insight and understanding is top tier. So that in and of itself is an edge that we can utilize.

Beyond that, the biggest item that I can articulate at this stage and will for our staff is not that analytics is ever doing anything other than supporting our current mode of operation and the traditional ways in which we approach evaluations.

Now, the fusion between the two is really what's important. Neither evaluations or data analytics outweighing either but really supporting one another and being useful to one another in a way that increases our efficiency just from an operational standpoint and helps us make more informed decisions.

Q. You mentioned a fresh perspective. Can you give us some examples on some of that stuff without giving away any trade secrets?

JAMES GLADSTONE: Probably not.

Q. This may be premature, but what do you think draft day dynamic is going to be like between you, Liam and Tony in regards to making the decision round by round? If the third round Liam comes to you and says, I've really got to have a guard, how do you anticipate that kind of situation working, panning out?

JAMES GLADSTONE: Are you okay if I give you a two-word answer?

Q. Sure.

JAMES GLADSTONE: Pure collaboration.

Q. The draft process hasn't always been successful here. There's been some hits; there's been a few misses. What is a figure in mind as far as the number of players that make an impact? I know you want all of them to make an impact, but is there a certain percentage that you're comfortable with that you really would hope would work out in this team?

JAMES GLADSTONE: Yeah, first off, I do think every team has their hits and misses. Nobody bats a thousand. But you absolutely go into a draft thinking that you will.

One of the things that we talked about in the interview process, by default, Liam and I are aligned. We'll continue to get deeper alignment as we continue to grow and evolve together.

But there will be disagreements. We welcome that. When there's ever a moment that we can't bridge the gap and find some version of common ground when it comes to evaluating a player, we will have players that we will align



on and we'll focus our attention there and move those others off to the side because what's important is not whether or not those go on to have success in my mind, it's that the ones that we add to our ecosystem are built to thrive in what we've constructed.

So that's really the intent and really why I feel like we've had such success in Los Angeles over the most recent years is because the people that we do bring in are built for our environment and really elevate it and themselves by being amongst it.

Q. Curious, knowing that right now the goal is to bridge the gap of who is here, the philosophies that you are bringing in, do you anticipate bringing in any additional resources in terms of people to the scouting department or what have you between now and the NFL Draft?

JAMES GLADSTONE: You know what, we're working through those dynamics, but in all likelihood you won't see any shifts. It'll probably be something we address post-draft.

Q. I don't want to have you give away secrets, but the intangibles test that's kind of become renowned that you were a big part of creating in Los Angeles, if you could give those who may be unfamiliar with it what goes into that process and how you came up with it.

JAMES GLADSTONE: I think if you were to start, even in your own mind, coming up with whatever skill sets on the field you would deem intangible, those are the things that I'm certainly talking about.

Then even as a person off the field, what anybody in our mind, we're probably all going to point to very similar descriptors, that's really what I'm leaning into.

I think many people talk about the idea of that being important to them. I really look forward to showing our staff, our players and our fans that we're going to be disciplined in prioritizing it.

Q. When you look at free agency just a couple weeks away, is it kind of a mad dash to try to get everybody on the same page and the collaborative effort to make sure you're putting your best foot forward there?

JAMES GLADSTONE: Our group has already been off to the races, so I'm onboarding in real time. We're meeting with the coaching staff and scouting staff this week at the combine and we'll have a lot of deep discussions around how we'll approach pro free agency throughout this week.

That's not honestly atypical. That's what a lot of people do. So we're not behind in any way, shape, or form.

Q. Question for Shad. When you look at what you have in your organization right now, a first-time head coach, first-time GM, combined with Tony being whatever you want to call him, a supporter, buffer, whatever, how do you feel about that combination being a precursor for consistent success that you've been looking forever since you owned the team?

SHAD KHAN: I look at it really positively. I think we have great people and a great team of people, even though they might be in the position for the first time. I think collectively they're going to have great success.

I think one of the things -- I think we're all aware that they're new, but a huge amount of the potential to really grow into it.

You're referring to the Peter Principle, right? So that is, we've talked about it, you want to be aware of it. I asked everyone, not only here but our coaching staff that are in that position for the first time, just to be aware of that concept.

Look it up on the phone.

But I couldn't be more excited, frankly. I think the brainpower, the bandwidth, the different experience, and really complementary. This is a team of football people, executives who are going to be success. No one is a perfect human being.

This isn't about, hey, I've got X years of experience in something. A lot of times it turns out to be one year of experience X times over.

I just think the brain matter here is going to be great for the Jaguars.

Q. Tony Boselli, could you address the same thing? You had a lot of conversations with Les about James. Now you're seeing something very different with the first-time head coach, first-time GM, and now you're part of the process. How excited are you about this combination which includes yourself?

TONY BOSELLI: I'm extremely excited. I like the new title he gave me, chief supporter or buffer? I'm going to put that on my business card. (Laughter.)

Listen, I'm excited. It started with Liam becoming our head coach. It was clear as we sat with him his vision for how we wanted to play football. What the identity and the

standard was going to be at the Jacksonville Jaguars was exactly how I think about it. And you guys know through all the conversations I've had with you about you've got to be tough physically, mentally, smart football team that's disciplined. That's exactly how Liam looks at it.

As we went through the GM process together, first and foremost, it's two things you're looking for. One, is it the right individual, the right makeup of the guy that will fit into what we're trying to build, the culture we're trying to set in this building, and James knocked that out of the park. But that's not enough.

Then you have to look at the ability and the acuity to evaluate talent, have a process, the draft, free agency. And again, that's a place where James excelled, and we will see it day after day and year after year.

The combination of Liam and James and what we're going to build here and the three of us together, we're aligned, and it's going to be a collaboration.

One of the things that we talk about, Liam and I have been talking about it since day one and since James got here, it's not about any one individual, no egos, agendas. It's about what happens on the grass.

We're going to keep the main thing the main thing, and that's winning football games, and that's what we're going to do. At the end of the day we're going to be judged by wins and losses, and that's what we're going to do.

Q. Shad, at what point in the process did James become the frontrunner and the clear choice for you as your next general manager?

SHAD KHAN: Well, I think the process was very extensive, and I think James was the last one we had the four-hour in person, and I think we met right after that, and it was very evident to us that James was absolutely what we were looking for. We're very blessed to have him.

Q. Liam, I know James punted a little bit on it, but do you remember your first interaction with James when you arrived in Los Angeles, if you could share that story?

LIAM COEN: Just a little bit. There was a collaboration within the coaching staff and the scouting department when it came to the undrafted free agency process after the draft. That was something that James was spearheading at the time. This is going back to 2018 when I first arrived there. He was spearheading that entire process, and I saw this guy completely dominate that position.

The ability to communicate with both scouting and the coaches was just at such a different level than I was used to seeing somebody be able to do, that was when you really started to see his process, his ability. It was really pretty cool to watch his process growing up, and then see him continuing to evolve, it's been awesome to see.

Q. Liam and Mark, staff is assembled now. It looks like a lot of common themes, at least they talk the similar language offensively as you do. How important was that part of it, that people understood what you were looking for, the language part of that, and why was that important?

LIAM COEN: Yeah, that's a great question. The balanced attack that we want to have out on the football field is the same exact attack that we were looking for within the building, within the coaching staff, within the whole structure. Complementary pieces that ultimately will lead us to the success we're looking for.

When you go and get a guy like Grant Udinski from Minnesota who obviously was pretty popular throughout the offensive coordinator search this year, was coming from a direct position with the Minnesota Vikings that he was hand in hand with Kevin O'Connell and that staff throughout the last couple years getting it to the point that it's at right now, and we speak the same language just so easily.

A lot of the things that we look for that Tony just mentioned, but also as you dive deeper and deeper into the daily rhythms and how we communicate with each other, it's been such a great transition, especially with him spearheading at the offensive side of the ball.

Q. Mark, can you give us an update? I see a lot of cranes around, some early things happening at the stadium?

MARK LAMPING: My role here today is to bring up the average age at the table here, so... (laughter.)

I also want to thank the mayor, and I see members of the City Council and former City Council president Ron Salem. Thank you for getting the stadium deal done, which also led to my being here this afternoon. I appreciate that.

If you look outside you're going to see that there are some areas that are fenced off. There's some deep pile work that's going on there. You'll see a crane that's in the south end of the end zone. Work is going on. It commenced about 45 days ago. So far, no surprises, but a long, long way to go.



Q. Do you have an update or how close are you to deciding Orlando or Gainesville, and when will everybody know?

MARK LAMPING: We're probably within 30 to 45 days from submitting a report to the National Football League, which will summarize our evaluation of all the alternatives.

We'll also include a recommendation. The league will receive that. They'll study that. We'll have a lot of back and forth. If we can get to a consensus, which I'm sure we'll be able to do that, we'll then go through the normal NFL approval process. It would go to committee meetings in advance of probably the May owners' meeting, and then if things advance through the committee process, I think maybe by the May owners' meeting, there may be something to consider.

Keep in mind, the approval process for a temporary stadium is the exact same as extending a lease. So we not only have to have the league approval, committees' approval, but also 75 percent of NFL owners agree.

Q. Tony Boselli or Tony Khan, collaboration is a great buzz word and I get it that that's an ideal being aligned. The last three coaching staffs here have pointed fingers like I've never seen in my life at each other, the staff and the GM. Why do you think this is going to be different?

TONY BOSELLI: First of all, we're not going to worry about what happened in the past. We can't do anything about that, so let's focus on where we're going.

At the end of the day, you're right. It's easy to say those words, and ultimately, no matter what I tell you right now we've got to go prove it.

The way you have collaboration, it starts with relationships that are built on trust, and that's what we're establishing, and that's how we'll operate moving forward, because at the end of the day if we keep the focus on what we're trying to achieve, which is win football games, nothing else should matter. Not our agendas, not our egos, who gets credit. That's when you get in trouble, whether it's when I was a player, whenever people start worrying about the wrong thing in the locker room, you're not going to win games.

It's no different now. We have to go prove it. We all believe that, and we're going to work towards that, but it starts with building relationships built on trust, and we'll be just fine.

Q. Does it feel different than what you've experienced here before as a player and even as a close broadcaster?

TONY BOSELLI: Well, it's hard for me to say because as a player there was only one person that was collaborating with himself, and that was Tom Coughlin. There was always full alignment and full collaboration. There was no questions.

I'm not going to speak to it because it would be unfair for me to speak to what happened in the past in the building because I wasn't in the building. I was sitting with you knuckleheads out there talking about the team.

I'm just worried about where we're going, and where we're going is in the right direction with the right vision with the right people. The three of us will work together.

But at the end of the day, James' job, my job is to support Liam, our coaches and our players to give them all the tools, resources and the ability to go on to the field every Sunday and do the best to try to win as many possible games as we can.

TONY KHAN: Yeah, I totally agree with Tony. I think collaboration, like so many things in life, is also partially about chemistry, and I think we've all gotten to spend some time together. I think there is really good chemistry with the group.

I think like Tony said, the three of these guys all bring so much expertise, and one thing I think we all can totally agree on is we want the best for the Jaguars and the city and this group, and I think this is a really exciting time for the organization, everybody pulling in the same direction with really a lot of expertise here and a lot of brain power and also some really good people at the table.

Q. Not to look back too much, Tony Khan, but even though analytics have been part of this thing since you stepped in the door, there hasn't necessarily always been 100 percent push from everybody. You've got to convince people that this is the way to go. Do you feel like this is an easy --

TONY KHAN: Yes, I think this is a great group, a really forward-thinking group, and it's a great question because this is our 14th season here, and we've seen the league change a lot. The Jaguars, but every team, all 32 teams. Everybody who watches football has seen elements of the game change, and some of that has I think been driven by the analytics movement.

I think all 32 teams have really pushed forward since we

 . . . when all is said, we're done.®

arrived here in 2012, in addition to working we Jaguars with true media networks, we're one of the leading engineering firms for sports analytics in the world and can provide great support for the Jaguars and continue doing that, too.

Q. James, the former GM, his communication with us here was very minimal, and when it did occur, it felt forced. What is your feeling on transparency with the media so we can get your message to Jaguars fans?

JAMES GLADSTONE: Yeah, I think being open and honest and opening the door so that you all feel like you get what you need to do your job. And at the end of the day, this is the entertainment business, and we'll treat it as such, without interfering with our ability to do well or have a competitive edge.

Q. James and Liam, jokes aside, does the age thing bother you guys? Annoy you? Do you not think about it? Use it as motivation? 39 and 34 years old, first time. What is your thoughts on that? Do you care? I'm just interested in how you guys address that.

JAMES GLADSTONE: Technically I don't know that we've actually talked about our age at all. The interesting thing, I do think we're both -- we both start from a place of humility, and I think that that makes a lot of stuff easy and seamless, while at the same time there's this aura of confidence and understanding that we have a dynamic asset, and that is our ability to see what tools are available and apply and execute those within our spheres.

I don't know that age has ever been something that my mind has ever gone to as a part of this process, and we certainly haven't even brought it up in any conversations.

LIAM COEN: I've got nothing to say. (Laughter.)

Q. It sort of seems like it might bother you a little bit, Liam.

LIAM COEN: No, it has not come up whatsoever --

Q. But you hear about it out there?

TONY BOSELLI: It bothers me because I'm old. I wish I was 39 and 34. It sounds a lot better than 52.

LIAM COEN: No, it's great. This is a league where you have to be able to connect with people that are coming out of college. They're coming out of college. They're coming from an NIL landscape, from the transfer portal landscape.

This game is ever evolving and ever changing, as we've

talked about. Can we connect with the players; that to me is all that really matters. Can the staff, the personnel department, Tony, can we all connect with these players to be able to get the best product on the field. That's really all that matters.

JOHN DEVER: I'd like to take a moment to recognize a few of our elected officials in the audience today, starting with the Jacksonville City Council of which several members are here today. Thank you each for being here and for your support. (Applause).

Likewise, our Jacksonville mayor, Donna Deegan, who I believe wants to share a few words with Jacksonville's newest residents.

DONNA DEEGAN: Just want to offer a formal and very excited welcome, James, to you and your young family, Julie, and I believe we call her Bean; is that right? We're calling Sabine Bean? She is adorable.

I want to give a special shout out to Julie because she is about a blink away from delivering her next child, your next child, and I am just so thrilled you have chosen to bring your young family to unabashedly and completely unbiasedly, the most wonderful, perfect, terrific city on the face of the earth.

We're thrilled that we're going to have young fans and a new one that will be a native, but anything that we can do to make your stay here and hopefully a very long stay a good one, please let us all know. You have the love of the Jaguars fans with you already, and welcome to Jacksonville.

JAMES GLADSTONE: Thank you very much. (Applause.)

JOHN DEVER: Thank you, Mayor.

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