



MISSION: INTEGRATION

HANFORD

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SOLUTIONS

NEWSLETTER

MAY 2023

HANFORD MISSION
HMiS
INTEGRATION SOLUTIONS

MISSION: DEVELOPMENT

We develop processes to do things better, more efficiently and more cost-effectively.

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OFFICE OF THE PRESIDENT



For many, development is defined as a process that creates growth, progress and positive change. When you stop and think about our work at HMIS, development is a big part of what we do every day.

We are constantly trying to develop and streamline processes to do things better, more efficiently and more cost-effectively. Our Business Integration, Prime Contract Administration and Workforce Solutions teams are just a few outstanding examples of those efforts.

As the Hanford Site's essential services provider, we are improving the Site's aging infrastructure as well. On a daily basis, we work to replace decades-old systems with new equipment and facilities that utilize state-of-the-art technology, like the Central Plateau Water Treatment Facility.

Of course, our most important asset is you, our 2,000-plus HMIS employees. We are committed to maintaining a highly skilled workforce, capable of effectively meeting all the requirements of the One Hanford cleanup mission. That's why our Workforce Resources & Development team provides professional development opportunities to ensure we have the training needed to keep our skills sharp.

Thank you for your enthusiasm and willingness to learn and embrace growth, which are key components of our success.

Bob

Guest Message – Dan Seitz

HMIS Development & Recognition Programs

Employee development and recognition for exceptional performance go hand-in-hand. Our employee development program gives employees the tools and credentials to perform at their best, and our recognition platform allows us to show our appreciation and gratitude for employees who go the extra mile and reward them when performance exceeds expectations.

We maintain a list of available courses on the employee development website, and new material and programs will launch soon. We also have a mentoring program that gives employees an opportunity to learn from and build relationships with other professionals. Additionally, our team of organizational specialists can help facilitate team building sessions to improve communication and foster stronger relationships.

In addition to creating and maintaining employee development programs, my team is just as committed to delivering a recognition program that facilitates the appreciation and gratitude our employees have for one another. When asked how he motivated his players, legendary college basketball coach John Wooden once said, "Sometimes the easiest way is a simple pat on the back."

Sometimes, a simple thank you can go a long way, and our employee recognition website offers different ways to show your employees or co-workers you appreciate all they do. As the manager of Workforce Resources and Development, I am proud to oversee programs that enhance the work experience for our employees while creating a diverse and highly skilled workforce.



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Members of an RCT course conspired and dressed like their instructor for a group photo!



Hands-on training for RCTs at our HAMMER Federal Training Center.



MISSION: DEVELOPMENT

Training and Retaining RCTs for the Mission

Contributor: Robin Wojtanik

Radiological control technicians trained on the Hanford Site are likely starting a successful career in their new profession. Our HAMMER Federal Training Center recently held its ninth class since 2017 providing radiological control technician

initial training. During that time, 247 students graduated with their RCT certification and more than 200 of those still work on the Hanford Site, primarily at CPCCo and WRPS which have the highest demand for RCTs.

The training itself is demanding, “We cover about 1,300 pages of fundamentals and site academics with multiple exams over the course of 17 weeks,” said

Kerry Adamson, Radiological Safety Training manager. During the course, students receive on-the-job training and evaluations.

“Students learn how to count and analyze smear samples and air samples and how to use count and dose rate meters,” said Kerry. Following these evaluations, new RCTs return to their respective companies to gain experience and eventually perform

an oral board. HAMMER’s program is one of the few to require an oral board.

“During that portion of the program, students are given a scenario with a few minutes to review the information, using a white board to illustrate a response,” said Kerry. “The board will insert an anomaly, such as a simulated alarm or someone falls in the radiological area and seems to be passed out. The student will have

to explain their processes and keep track of many moving parts. This provides a realistic experience that can be nerve wracking.”

The rigorous training and qualification program for new RCTs motivates loyalty and retention, a testament to the partnership between HAMMER and the radiological control community at Hanford.



LEFT: Brenda Patrick (left) with I&S VP Brian Von Bargen. Brenda is now a HAMTC Safety Rep after starting her Hanford career with Custodial Services.

RIGHT: Joshua Smedley successfully networked during his time with Custodial Services and moved into a scientific technician role.



LEFT: WRPS' Rebekah Drake dreamed of eventually working as a nuclear chemical operator after beginning at Hanford in HMIS Custodial.

MIDDLE: Angela Villarreal is now an Operations Support specialist, after once working in Custodial Services.

RIGHT: Brandy Drettwan is now an instrument technician after starting with Custodial.

MISSION: DEVELOPMENT

Custodial Services: A Gateway to Future Success

Contributor: Robin Wojtanik

Hiring managers are always looking to build new 'workforce pipelines' that find quality candidates to fill open roles and even move up the ladder as skills and knowledge increase. Our teams are finding Custodial Services to be a great steppingstone to a longtime future on the Hanford Site!

"I loved working Custodial," recalls Brenda Patrick, now a HAMTC Safety Representative with Mission Assurance. "You moved around a lot, and it was physical, and I liked that aspect of it. I liked going into the different buildings where I developed work 'families.' It was such a wonderful experience."

Brenda stayed in the organization for 14 years and when she decided to move on from Custodial, she transitioned into her

current position. "I was always a very strong supporter of PZAC and VPP. I like this new role for the same reasons I liked janitorial: you aren't doing the same thing every day, and you move around locations a lot."

While Brenda remained with HMIS, many have stayed on the Site but with other contractors, using the knowledge from their time in Custodial learning about various buildings and areas. Just since 2020, more than 40 members of our Custodial team have accepted new positions elsewhere on the Hanford Site. And while this requires our managers to frequently hire and train new people, they understand it has an overall benefit to the One Hanford mission.

"As a manager, you never want to lose good workers. On the other hand, one of the biggest gratifications is seeing an employee move up the ranks to take on new roles," said Joel Ah Yat, manager of Custodial Services.

Nuclear Chemical Operator Rebekah Drake is enthusiastic about her time with MSA and HMIS Custodial Services, "I LOVED JANITORIAL," she wrote in all-caps. "I loved all my coworkers and the job never felt like a job to me. It was fun, it was family."

Rebekah said she knew quickly she'd eventually like to become an NCO and applied for a position once but wasn't selected. She worked her way up in Custodial, becoming a lead and then acting supervisor, and when she tried for another NCO position at WRPS, she got it.

"I had goals and dreams and I achieved both. I don't come from much, so to be somewhere where I can make something for myself says a lot," Rebekah shared. "I was proud, and it didn't matter if anyone else was, I was."

Rebekah is one of 10 people who transitioned from Custodial to an NCO - the most of any field since early 2020. Another seven people

took positions as health physics technicians, also with WRPS. Other roles have included deactivation & decommissioning, lab technician, materials coordinator and more.

HMIS Scientific Technician Joshua Smedley also started his Hanford career with Custodial, "I always knew Hanford was a great place to work with a lot of opportunities, but I wasn't sure exactly what I wanted to do. This led me to a temporary position with Custodial in 2018."

Joshua became a permanent employee with his own route of buildings, which allowed him to network and learn about other careers available. He had an interest in industrial hygiene and now provides beryllium support and sample management as part of our Mission Assurance team.

Rebekah says that while she loves being with her new family of NCOs, "I will always remember where I came from, where I started and know that I will always have a home with them."

MISSION: DEVELOPMENT

Recruiting the Next Generation of Hanford Workers

Contributor: Shane Edinger

Springtime is often a busy time for our Workforce Solutions team as they hit the road to share our mission while building relationships with future talent and showcasing HMIS job opportunities, all in support of maintaining a highly skilled workforce.

Recently, our team participated in two events targeting the next generation of Hanford workers. The first was the Columbia Basin College Spring Career and Internship Fair where WS representatives talked with students and recent graduates about internship and job opportunities at HMIS.

“The goal is two-fold for us. We want to make graduating students aware of the job opportunities currently available at HMIS and other Hanford contractors,” shared Dan Seitz, Workforce Resources & Development manager. “We also want to let current students know about internship opportunities with HMIS, whether it’s a summer internship or a long-term opportunity through our Co-Op Internship program.”

While the CBC event was geared toward college students looking to take the next step after graduating, this month’s Career Expo at Hanford High School provided high school students and their families with information about the clean up work underway at



Workforce Solutions representatives Candace Croft (center) and Maureen Gore (far right) met with dozens of students during the Spring Career and Internship Fair at CBC.

Hanford, career opportunities available and the fields of study students could focus on to pursue those careers.

“It’s never too early to reach out to the next generation,” Seitz added. “Those we met were very interested in what we do at Hanford and the opportunities available with HMIS and other Hanford contractors. Some students were interested in full-time employment, while others wanted to know more about our internship programs. We had some great conversations and were able to connect with a lot of students.”



Workforce Resources & Development Manager Dan Seitz met with several students and families during a Career Expo at Hanford High School.



Safety Rep Brenda Patrick (back to camera) asks a question during the roundtable discussion at the recent Safety Summit for safety reps and safety professionals.



Lead Safety Representative Kevin Schoonover (center) answers a question from a safety rep during the recent Safety Summit held at the HAMMER training center.

MISSION: DEVELOPMENT

Summit Focuses on Safety Culture

Contributor: Shane Edinger

Safety plays a critical role in everything we do at HMIS, and it’s the primary focus for both our safety professionals and our HAMTC and HGU safety representatives. Mission Assurance recently hosted a group of 30 safety reps and safety professionals for its annual Safety Summit at the HAMMER training center.

“These two groups are the heart and soul of our safety culture,” shared Darci Teel, vice president of Mission Assurance. “They are the folks who are out in the field and

in our office buildings, working with our organizations across the Hanford Site every day to reinforce our safety culture.”

The event featured a team-building exercise facilitated by Workforce Resources & Development, along with an open forum which allowed for discussions on topics like roles and responsibilities, program implementation of safety culture, working with other contractors, handling difficult situations and improving opportunities for communication.

Lead Safety Rep Kevin Schoonover says the primary goal of the Safety Summit was to help foster the working relationship

between these two groups and provide an opportunity for some transparent conversations on key topics. “Typically, when we see each other, we’re at a project and there for a specific reason, so there isn’t time to talk about an issue that’s important, but not urgent. We want to provide more opportunities for these folks to have conversations on any topics they feel are important.”

The event finished with a roundtable discussion on topics such as safety recognition, field work supervisor training, conducting field observations and the job hazard analysis process.

ONE HANFORD

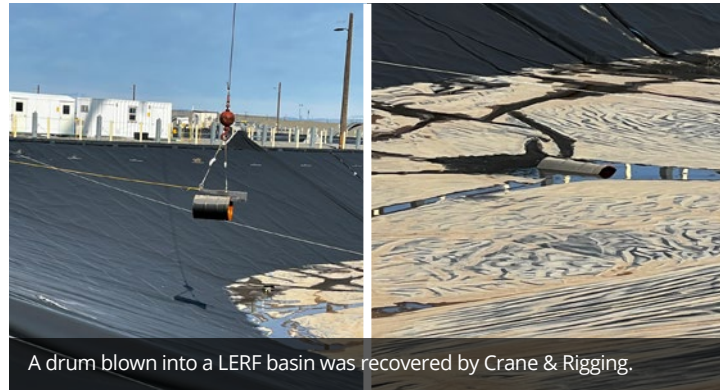
Drum Up Success

Contributor: Robin Wojtanik

When a windstorm tossed a storage drum onto the cover of a Hanford Site basin, a new and creative solution had to be thought up to retrieve the drum! One Hanford teams needed to get the drum off the Liquid Effluent Retention Facility basin without touching the cover.

“It was a much more complex problem than it might appear,” said Adam Mathews, WRPS’ manager of the Effluent Treatment Facility. “We had to ensure we did not use any tools that had potential to cause damage. The last thing we wanted was to create a bigger problem.”

Located inside a contamination area, it wasn’t possible to send a person onto the cover to roll the drum off. Crane & Rigging team



A drum blown into a LERF basin was recovered by Crane & Rigging.

members Murry Starke and Tracey Leite put their heads together to figure out how to pluck the open drum out of the standing water without touching the fabric!



Murry Starke helped design the tool used to retrieve the drum.

While C&R is used to picking up drums, they are usually closed and standing upright. Starke and Leite sketched out their vision and took it to WRPS engineers for a design. HMIS pipefitters used that image to fabricate a tool that looks like an envelope opener and could hook a drum while hung from a crane. It had to be strong enough to hold the drum without letting it slide off when lifted.

When it was go time, Starke served as signaler for the crane, “There was a little trough of water that led to the barrel, so we stayed right in that little river and grabbed it on the first try without touching anything else.” Crane operator David Nissen tilted the drum to allow any liquid to run back onto the cover before safely disposing of the drum.

“The plan was executed flawlessly,” said Mathews. “It’s another example of how collaboration between departments and contractors can solve a problem.”

ONE HANFORD



Portfolio Planning and Optimization Director Brian Esparza and Project Manager Cynthia Bounds support DOE to develop a strategy for optimal execution of the One Hanford mission.

Team Focus: Portfolio Planning and Optimization

Putting Together the Hanford Puzzle

Contributor: Melissa Ver Steeg

Meet the Portfolio Planning and Optimization team, responsible for supporting DOE in evaluating scope, schedule, cost and enterprise risk for the entirety of work at the Hanford Site. This helps develop a strategic approach for prioritizing what scope to execute next within the Hanford portfolio.

Input comes from several sources, including One Hanford contractors, DOE and the Office of Environmental Management.

A contractor’s baseline cost and schedule data is input, logically tied to non-contract baseline and evaluated regularly.

The PP&O team looks for completeness of scope, accuracy of schedule and cost, plus any potential integration issues. Guidance also comes from the EM Strategic Vision and EM Program Plan to ensure Hanford’s strategy is aligned with goals across the EM complex. The PP&O team analyzes the data, evaluates outcomes, integrates it with EM’s goals and objectives, and develops strategic recommendations to DOE.

“It’s like putting a 500-billion-piece puzzle together,” shared PP&O Director Brian Esparza. “You have to put all the pieces together to see the Hanford mission. All the pieces are there, though some may not look as expected.”

PP&O produces several documents to communicate the outcome of their evaluations, including the Hanford Integrated Priority List, Hanford Site Strategic Plan, Hanford Site Program Plan and the Hanford Site 5-Year Plan. Understanding the unique missions of our One Hanford contractors, the overarching outlook of EM, and with the realization that decades of cleanup remain, the PP&O team can support DOE in completing our near-term mission efficiently and effectively while still considering long-term cleanup goals.



Members of the ESF #12's Catastrophic Incident Response Team received instruction from the Oak Ridge National Laboratory drone team.



CIRT training included use of satellite phones to communicate with drone operators.



The Emergency Vehicle Obstacle Course at HAMMER provided the opportunity to rehearse driving on the left side of the road.

ONE HANFORD

Hands-On Instruction Assessing Energy Infrastructure Damage

Contributor: Robin Wojtanik

Our HAMMER Federal Training Center hosted highly specialized volunteers from the Catastrophic Incident Response Team to train on damage assessment and restoration after a natural disaster. More than 30 responders took part, made up of volunteers from DOE's Emergency Support Function #12 team led by the Office of Cybersecurity, Energy Security, and Emergency Response, as well as external presenters.

During the two-day training, the team learned more about assessment tools available, including drones, geospatial software and satellite communications. Students applied these tools to scenarios on electrical props. Our Survey123 team also walked the responders through a field assessment.

"Members from the geospatial team demonstrated how to do a survey in the classroom and then students practiced in a training area, reviewing what they uploaded," said HAMMER's Tony Jimenez. "Every responder successfully submitted a survey, which is a new capability that evolved from this partnership."

CIRT volunteers also heard from a drone team and visited the Emergency Vehicle Obstacle Course, practicing how to drive on the left side of the road, if needed. Additionally, they made use of a nearby training area operated by the International Brotherhood of Electrical Workers, using a specialized prop simulating downed transmission distribution lines.

The CIRT team was developed following the record-breaking hurricane season of 2017, which devastated the U.S. Virgin Islands and Puerto Rico, and now includes about 40 people.

"We've expanded the CIRT team capability beyond the original four energy professionals in electrical infrastructure," said HAMMER's

Nicole Zawadzki. "DOE experts in rebuilding transmission, distribution and generation now make up the team and work daily to support our nation's electrical grid."

HAMMER has conducted yearly CIRT training virtually since 2017, but this hands-on experience provided expanded opportunities to solidify capabilities of the volunteers.

RECOGNITION



VOLUNTEER SPOTLIGHT: Annika Reams One Hanford Communications



Annika and her son, Eagle Scout Trevor Reams.

You probably know the Scout's motto, Be Prepared, and One Hanford Communications Specialist Annika Reams helps dozens of local scouts do just that. She's the advancement chair for a local Scouts BSA troop of 70 kids.

This amounts to hundreds of hours of volunteer time over the years. Annika keeps track of rank advancements and merit badge completions for the boys, aged 11-18. This helps keep the scouts ready to "rank up" to a new title, requiring a conference with the scoutmaster and an interview with a panel to prepare students for a typical interview process.

Annika got involved in Scouts BSA when her son, Trevor, joined in first grade. He has since achieved the coveted rank of Eagle Scout and remains active in the troop, along with Annika.

"Scouts is so rewarding," she said. "It's great to see the kids' development. They first come in mostly unsure of themselves and build their confidence and leadership skills over time."

Nationwide, about 10% of scouts achieve the Eagle rank, but Annika said their local program is quite robust and a few boys earn the honor every year.

Annika has another son, Gabe, who was a scout for a time also. This summer she will once again chaperone a scouting summer camp. "I used to not like to go camping, but now I don't mind it," she laughs. "I'm not an outdoor person. But this troop is an outdoor troop."

Besides her scouting support, Annika also volunteers with Trevor's swim team, Channel Cats, helping run home meets at the check-in booth.

As anyone who has had a student involved in extracurricular activities knows, these organizations and opportunities are not possible without volunteers to step up and hold the important roles. Thanks, Annika, for all you do!



Annika Reams hosts a planning session with scouts before a Court of Honor event.

RECOGNITION

Quick Action Saves a Life

Contributor: MaryAnne Wuennecke

When Kevin Jenkins of Custodial Services makes his daily rounds, he has a routine he typically follows. But one day in March, he switched it up – for no apparent reason.

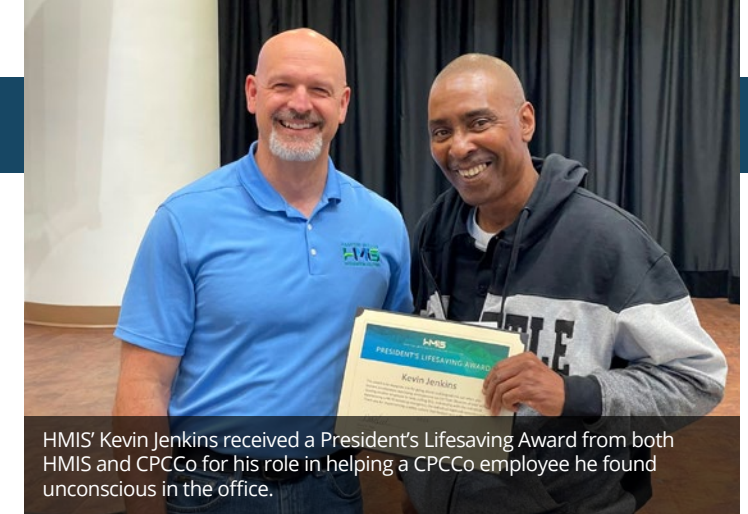
And it's a good thing he did.

"This one building, I usually take care of last. But that day, I decided to go through there first. I don't know why. Maybe my intuition was telling me something," Kevin said.

As he entered a cubicle to empty the trash can, Kevin was chatting with a CPCCo staff member across the aisle. Then he noticed a chair in a cubicle was tilted sideways and there was a man on the floor, "I asked if he was alright, and he didn't respond. I yelled to the other employee, 'Your co-worker's on the floor – he needs help.' I stayed with him while the other person called for help."

The employee is diabetic and had passed out due to low blood sugar. Without quick intervention, his situation could have been dire. Kevin and the other CPCCo employee helped get some food into him to raise his blood sugar until responders from Hanford Fire arrived.

A potentially life-threatening situation had a happy ending. The employee was back on the job the next day, and so was Kevin. "He



HMIS' Kevin Jenkins received a President's Lifesaving Award from both HMIS and CPCCo for his role in helping a CPCCo employee he found unconscious in the office.



came up to me the next morning with tears in his eyes and said, 'thank you for saving my life.' That made me realize I had made a difference. That's when I felt it, when I saw the tears coming from his eyes."

CPCCo president John Eschenberg presented Kevin with the company's President's Lifesaving Award and he also received the HMIS President's Lifesaving Award. "I appreciate the recognition, but I'm just glad I was there at the right time to help somebody. I would have done it for anybody."

RECOGNITION



Congrats to our Rise and Shine honorees.

Rise and Shine Employee Recognition

Contributor: Dan Seitz

HMIS recently unveiled a new employee recognition event called "Rise and Shine." We proudly recognized 37 employees selected as honorees for exemplary performance in at least one of five performance values: safety, hitting the mark, initiative, new ideas and exceptional service.

The event took place April 27 and was attended by both honorees and members of the HMIS leadership team. Each award recipient was nominated by their manager and welcomed on stage by their organizational vice president to receive their award.

"It's important to recognize and say thank you to employees who go above and beyond and exemplify HMIS values," said Julie Lindstrom, vice president of Workforce Solutions. This was the first in-person recognition event following the pandemic and the start of the HMIS contract.

"It's always an honor to recognize employees who take pride in their work and have a passion for serving our broad customer base. Events like this showcase our diverse talent," said Lindstrom.



Thomas Lindholm, Stephanie Brasher, Judi Pennington and VP Darci Teel.



Back row: Clint Nevills, Jeff Webb, Sean Richardson, Dustin Brewington, Adam Miller, VP Brian Von Bargen. Front row: Ryan Foeppel, Wesley Medley, Benjamin Culver and Tarrin Gojenola Lee.



VP Todd Eckman, Jason Hammack, Adam Palomarez and Annette Fox.



Luke Moritzky, VP Diane Cato and John Reeves.



Daniel Anderson, Dean Dennis, Emilio Avila, Jared Nolan, Kendal Barrow, Tracy Desmond and VP David Chase. Not pictured: Irma Cabrera.



John Mata, Michael Mejia, Christopher Snyder, Sergio Galeana, Stephanie Lathim, Brian Gana, John-Paul LeCompte and VP Todd Synoground. Not pictured: Meghann Simpkins.



Beej Hall, VP Ryan Burdo, Myrna Smith and Sarah Carlson. Not pictured: Angie Rowland.

RECOGNITION

President's Lifesaving Award – Patrolman Chris George

Contributor: Brenda Kenton

When the Patrol Operations Center dispatched Patrolman Chris George to check on a vehicle located around mile marker 20 on Route 4 South, he headed that way but found no vehicle. The original call came from Shift Commander Jeff Meyer, who was off duty and saw the vehicle while heading home.

Patrolman George thought maybe the driver had pulled over to use a cell phone and then left. Instead of assuming the situation was resolved, he decided to continue his search and found a vehicle whose driver was having a medical emergency closer to mile marker 17.

The Hanford employee had started feeling sick at work and decided to drive home but began having chest pains and vision problems and was unable to call 911. Patrolman George called for EMS, grabbed his first aid kit and AED, and began to work with the driver to keep him conscious. Soon after, Hanford Fire arrived and rushed the driver to the hospital where he received additional medical aid.



Patrolman Chris George is honored by HMIS President Bob Wilkinson at the April PZAC meeting.

If not for the actions of Meyer and the due diligence of George to investigate further, the driver could have lost his life due to the medical emergency. Thank you both for staying alert and acting to protect our workforce!

HMIS FAMILY

Saving Lives, One Smoke Alarm at a Time

Contributor: Shane Edinger

Every day, seven people die in home fires, most often in locations without working smoke alarms. That's one of the reasons why the HMIS Family of volunteers teamed with the American Red Cross and the Kennewick Fire Department to install free smoke alarms in two neighborhoods earlier this month. A group of seven HMIS employees joined forces with other community volunteers to install about 290 smoke alarms in 91 homes.

Volunteers also shared fire safety information with the residents and their families. This event was part of the Red Cross' Sound the Alarm campaign, which has installed more than 2.5 million smoke alarms in homes since the nationwide program started in 2014. In addition to volunteering, HMIS provided a \$10,000 regional sponsorship to support this program.



Adam Popiel (right) with the Hanford Fire Marshal's office installs a smoke alarm inside a home while Kennewick Fire Deputy Chief of Operations Kevin Crowley assists.

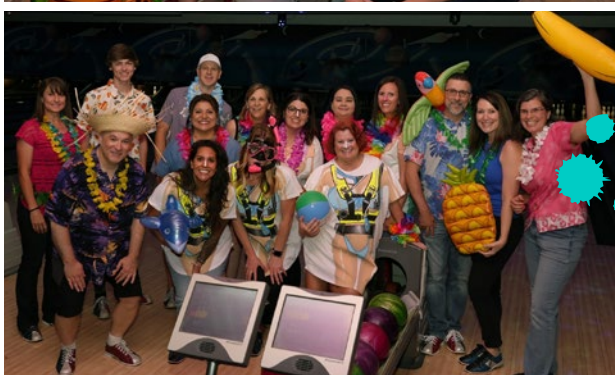


A team of seven HMIS employees helped install smoke alarms and educate families about fire safety as part of the Red Cross' Sound the Alarm campaign.



About 290 smoke alarms were installed in 91 homes as part of the event, helping to protect nearly 300 Kennewick residents.

COMMUNITY OUTREACH



Cont'd



JA Bowling was Gutter Perfection!

Contributor: Robin Wojtanik

A tropical takeover of the lanes made for an unforgettable night at the Junior Achievement Bowling Classic! We had 32 teams bowling across two shifts in a single night. You might have caught a glimpse of the hurricane forecasters, Maui from Moana and the crew from Gilligan's Island! Our teams raised more than \$20,000 for programs that support youth in our community with financial literacy and empowerment.



Students received an invitation to the event without knowing the value of the scholarship they'd receive, which ranged from \$1,000 to \$80,000!

COMMUNITY OUTREACH

Scholarships Awarded to Standout Students

Contributor: Robin Wojtanik

The Hispanic Academic Achievers Program has recognized local students for 34 years with scholarships, and this year \$213,000 was awarded! HMIS helped sponsor this year's achievers and team members attended the scholarship reception. HAAP was founded with a single purpose of providing a springboard to Hispanic students and their families to strive for a better life through education. The program has no paid staff and is overseen by a board of volunteers. More than \$1.6 million has been awarded since 1989 to students in the Tri-Cities, Finley, Burbank, Connell, Moses Lake and Yakima.



IMS' Todd Eckman and North Wind's Gabe Suarez attended this year's HAAP reception.

