

Weigh Good



COMMUNITY DONATION DRIVE
Thursday-Sunday, April 19-22, 2007
GOODWILL

GOODWILL OF CENTRAL TEXAS HAS SET A GOAL TO COLLECT 225,000 POUNDS OF DONATED GOODS during the Spring Weigh Good Community Donation Drive. We need your support to reach this goal, and encourage the community to bring their gently used goods to any of Goodwill's 48 Central Texas locations.

For further information or for more ideas on how to get involved, please contact Brook Salomon at (512) 637-7153 or via e-mail at brook.salomon@austingoodwill.org.

SHOP & DONATE

RETAIL STORES

Austin

836 Airport Blvd.	389.3277
9801 Brodie Ln.	280.8037
13096 Hwy 183	258.5898
5734 Manchaca Rd.	448.4849
701 Newman Dr.	478.6711
5555 N. Lamar Blvd.	451.2306
1015 Norwood Park Blvd.	637.7502
8965 Research Blvd.	832.0004
2800 S. Lamar Blvd.	442.8802
Computer Works: 1015 Norwood Park Blvd.	637.7501

Cedar Park

75 Brushy Creek	249.5300
2051 Cypress Creek Rd.	258.7081
1911 North Bell Blvd.	259.4392
3100 Whitestone Blvd.	259.8553

Georgetown

902 N. Austin Ave.	868.9547
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Hutto

560 W. Hwy 79	846.1131
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Oak Hill

6705 W. Hwy 290	358.7243
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Pflugerville

2700 W. Pecan St.	251.6686
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Round Rock

2120 N. Mays St.	388.2911
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San Marcos

4200 S. IH 35	393.3344
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BLUE HANGER DISCOUNT STORES

916 Springdale Rd.	928.8832
12317 Technology Blvd. #300	249.5231

GOODWILL COMPUTER MUSEUM

1015 Norwood Park Blvd.	637.7109
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BOOK STORES / DONATION CENTERS

Austin

13717 Burnet Rd.	248.2052
12001 Burnet Rd.	339.0543
3720 Far West Blvd.	338.4624
10601 FM 2222, Ste. E	342.0274
3517 Hyridge Dr.	342.8749
11416 RR 620 North, Ste. E	331.4180
4601 Southwest Pkwy.	899.4633

Bee Caves

12400 W. SH 71, Ste. 400	263.2379
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Buda

900 N. Loop 4.	295.2091
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Georgetown

4410 Williams Dr.	819.0875
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Jonestown

18601 FM 1431, Ste. 103	267.3889
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Round Rock

2051 Gattis School Rd.	246.3205
2000 Sam Bass Rd., Ste. 106	310.8342

Westlake Hills

2814C Bee Caves Rd.	329.8771
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ATTENDED DONATION CENTERS

Austin

Jollyville and Oak Knoll intersection	
12780 Research Blvd. @ Spicewood Springs Rd.	
2110 Slaughter Ln. @ Manchaca Rd. (H-E-B)	
6001 W. Parmer Ln. (H-E-B)	

Manchaca

2310 Bliss Spillar Rd.	
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Oak Hill

7100 W. Hwy 290 (Albertson's)	
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Pflugerville

1406 W. FM 1825	
201 N. FM 685 (H-E-B)	

San Marcos

104 CM Allen Pkwy.	
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GOODWILL

Spring A T • W O R K 2007

Preparing Youth for Success



WHAT BEGAN EIGHT YEARS AGO as an effort to help youth find summer work and internships has evolved into the Goodwill Youth Services program today, which provides more than 600 youths, ages 14-21, with year-round programming aimed at increasing their opportunities for success in the workplace and achieving economic self-sufficiency.

Youth Services is comprised of four unique programs for young adults: the Workforce Investment Act (WIA) Youth Employment Partnership, School-to-Work Transition, JumpStart and High School Hospitality Training.

The WIA Youth Employment Partnership is funded through WorkSource - Greater Austin Area Workforce Development Board and works in partnership with sister agencies: Communities in Schools, American Youth Works and LifeWorks. Through case management, the program is designed to help youth return to and stay in school, and prepare for, find and keep employment. Participants can receive career counseling, tutorial assistance, GED preparation, basic computer skills, job readiness training, placement assistance, paid and unpaid work experiences, summer employment, leadership development, mentoring and other support services.

School-to-Work Transition is a cooperative effort between local area businesses, Central Texas school districts and Goodwill stores to provide opportunities to high school students with disabilities to gain valuable work skills. Students are referred by their Vocational Adjustment Counselors and can participate in 15-20 hours of supervised work experience per week.

The JumpStart program partners with Solectron Texas to give high school students with disabilities the opportunity to work in the electronics industry. They learn the skills needed to work on assembly lines in shipping and receiving and a variety of other areas in a manufacturing environment. Students receive on-the-job training and build job readiness skills for school credit. Following successful completion of the program, many students are placed with a temporary agency working at Solectron or another manufacturing company.

Our newest Youth Services program that began just this year is High School Hospitality Training, which resulted in Goodwill being awarded a 2007 Innovative Projects grant from WorkSource. Goodwill partnered with the DoubleTree Hotel to offer high school students with disabilities the opportunity for paid work experience in a variety of settings within the hotel industry.

These programs are largely possible through the support of various grants, and the generosity of individuals throughout our Central Texas community. Goodwill is dedicated to offering programs that benefit our youth of today for the world of work tomorrow.



Goodwill Community Center
1015 Norwood Park Blvd.
Austin, TX 78753

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WE PUT PEOPLE TO WORK





President's Message

JERRY DAVIS, GOODWILL INDUSTRIES OF CENTRAL TEXAS CEO AND PRESIDENT

Perhaps you have gained some new appreciation for the word "culture" lately, especially if you are a leader in charge of a business or organization. I wonder when concepts finally acquire a label, whether it is really something new or just the latest fad? To me, "culture" is something that is at long last being properly emphasized and smartly utilized. This is how I would describe our culture at Goodwill.

It is important to realize that you have a culture whether you know it or not. Leaders set the standard, and it is up to them to nurture it. Culture starts with a value system and I confess that ours is a little odd. It is aggressive, not a trait often associated with a non-profit organization, and it combines an unusual mix of spending and saving money. Bluntly put, if you cannot "buy-into" the value system, you cannot be successful here.

"CULTURE STARTS WITH A VALUE SYSTEM"

MISSION ABOVE ALL ELSE

RESPECT IS EARNED THROUGH LEADERSHIP

REMOVE ALL BARRIERS

PUSH THE ENVELOPE

SUPERIOR CUSTOMER SERVICE WILL LEAD TO GROWTH AND A COMMUNITY THAT WORKS

Supporting these values through action is the ultimate challenge and it is important to judge yourself against past performance and external benchmarks to see if you have succeeded. Not surprisingly, when we asked our employees to score us in the 2005 Best Places to Work competition held by the Austin Business Journal--we lost. We made the changes our employees required in 2006, and guess how we scored that year?

We overlay another important concept in our efforts, "servant leadership." To quote author James A. Autry, "there are five ways of being" that must be fulfilled if you are to embrace this approach--and they are not easy. "Being" is a challenge most of us do not meet when interacting with one another. We are often mentally, if not physically, somewhere else as we move to the next crisis.

BE AUTHENTIC BE VULNERABLE

BE ACCEPTING BE PRESENT BE USEFUL

As the president, I am actually at the bottom of an inverted organizational chart. It is my primary duty to serve, coach and enable those employees above me (the vice presidents) to succeed. Make a guess for me—who is at the top of the chart? See what I mean?

When you shop, donate, collaborate or seek assistance from us, you should get the treatment I described above. We are certainly not perfect, but we practice hard every day to live this culture and enrich our community. Thanks for your support!

Our mission is to enhance the quality and dignity of life for individuals, families and our community by providing job-related services for people with barriers to employment. When you shop at a Goodwill store or donate items, the funds raised from sales put people to work throughout Central Texas.

Goodwill Temporary Services Fulfills Job Candidate for Local Community Bank



AS A NEW, COMMUNITY BASED FINANCIAL INSTITUTION WITH A SPECIAL MISSION TO SERVE THE HISPANIC COMMUNITY IN CENTRAL TEXAS, Libertad Bank not only needed to recruit people who can work in a professional business environment, but all of the customer contact employees must also be bilingual. So when they needed to find a receptionist for their headquarters office, Libertad Bank came to Goodwill Temporary Services (GTS).

"I was not sure what to expect, but what happened was the best experience I have had with a temp-for-hire service," said Libertad Bank's Chief Operating Officer, Dwayne Kolly.

"GTS listened carefully to our requirements and was thorough and diligent to find the best candidate for the job."

GTS identified Olivia Cardona as an ideal candidate for the job. According to Kolly, "Olivia has not only met, but has exceeded our expectations. I am very happy to report that after a trial period working as a temp, Olivia was hired by the bank as a regular full-time employee."

"The quality and flexibility of GTS, combined with the reasonable costs, make it a viable option that more companies should consider," Kolly continues. He plans on recommending GTS to any organization looking to hire workers on a temporary or temp-for-hire basis.

GTS has been offering temporary and temp to full-time employment solutions as another way to fulfill the Goodwill mission of putting people to work. It was founded in 1995 to serve the employment needs of individuals with disabilities. GTS provides employers with qualified candidates for positions including administrative, clerical, light industrial, manufacturing, technical, custodial and professional. GTS provides positions to both the public and private industries of Central Texas.

Recognition for Goodwill's Hurricane Response

On December 20, 2006, Goodwill received the *Texas Community Service Award* from the Interagency Interfaith Disaster Response for leading the effort to help survivors of hurricanes Katrina and Rita settle into our community and regain self-sufficiency. From September 2005 to July 2006, Goodwill Temporary Services also provided jobs to hundreds of people through the National Emergency Grant funded by WorkSource.

Today, Goodwill's Job Source Program continues to provide long-term case management and placement services to more than 80 hurricane evacuees in the Austin area who still need assistance with finding and locating permanent jobs at livable wages.

« A LOOK AT THE NUMBERS »

20,925

NUMBER OF SERVICES PROVIDED THROUGH DECEMBER

9,394

NUMBER OF UNDUPLICATED PEOPLE SERVED THROUGH DECEMBER

736

NUMBER OF PEOPLE PLACED IN JOBS IN THE COMMUNITY

150

AVERAGE NUMBER OF PEOPLE USING THE NEW 2800 SOUTH LAMAR JOB HELP CENTER EACH MONTH

Goodwill's Assistive Technology Lab Receives AT&T Exceleator Grant

GOODWILL INDUSTRIES OF CENTRAL TEXAS WAS AWARDED A \$5,000 AT&T EXCELERATOR GRANT to develop job related services for individuals who are blind or visually impaired in the community.

The grant helps non-profit organizations fund projects that integrate technology into their community outreach, allowing them to increase the overall effectiveness of their organization. The grant ultimately provides invaluable computer access for the community. This particular grant funds Goodwill's Assistive Technology Lab to provide specialized equipment to enable people who are blind or visually impaired to utilize its services.

"The grant provides services to the community through the use of Braille translation software and other programs to assist those who are blind and visually impaired needing job related services and access to technology," said Sarah Brody, Goodwill's Assistive Technology Specialist.

The lab is located at the Goodwill Community Center and offers tools to consumers for personal development and job related services. For more information regarding Goodwill's Assistive Technology Lab, please contact 512.637.7100 or go to www.austingoodwill.org.

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Job Training Services at Work

AT THREE OF OUR RETAIL STORES, GOODWILL HAS DONE MORE THAN SELL NEW AND GENTLY USED RETAIL TREASURES TO CUSTOMERS; we have brought services directly to our clients. The Personal/Social Work Adjustment Training program operates out of the Macfarlane, Norwood and South Lamar stores. Here, adults with disabilities receive specialized services aimed at strengthening attitudes and behaviors that can help them find and maintain competitive employment in the community.

One of the advantages of being both a service organization and a major employer with multiple businesses is that Goodwill can help clients gain work experience and personalized training in a variety of areas. Our Work Adjustment Training participants are supervised by Goodwill trainers as they perform retail and production duties throughout areas of the store. They receive donated goods, sort and hang clothes and linens, and maintain a clean, organized sales floor. Trainers and participants work together to set employment goals, and also spend an hour a day training on subjects like identifying the strengths/weaknesses of a person's work ethics, how to link individual skills to jobs, and prioritizing activities that can lead to finding and keeping a job.

These are just a few of the many ways in which Goodwill's Work Adjustment Training program provides services which strengthen our community by preparing people for work. For more information, contact Community Rehabilitation Program Manager Keith Fulp at keith.fulp@austingoodwill.org.



Upcoming Goodwill Events:

Thursday-Sunday, April 19-22
WEIGH GOOD

Community Donation Drive
All 48 Goodwill of Central Texas Locations
(see page 8 for details)

Wednesday, May 9
COMMUNITY CAREER EXPO

Palmer Events Center
(see page 3 for details)

For further details about events, please contact Brooke Salomon at 512.637.7153 or to book space at GCC, please contact kelly.kramerer@austingoodwill.org

Do Good Volunteers Do Great for Goodwill



CENTRAL TEXANS ARE COMMITTED TO COMMUNITY and this is evident in our 2006 volunteer numbers. Last year the Austin community volunteered more than 1,500 hours to Goodwill, totaling over \$28,000 in volunteered time. The most significant growth came from Green Works, our program which receives, deconstructs and recycles computers and other electronic waste. More than 125 volunteers participated in Green Works in 2006, helping Goodwill divert 10 tons of electronic waste from area landfills.

As Austin and the surrounding areas grow, Goodwill's Do Good volunteer program is growing right along with it. We have some exciting new opportunities in which volunteers can donate their time and talents. These range from Computer Museum Enthusiast (Museum Docent) to Marketing Assistant to New Goods Pricer. We are actively recruiting individuals interested in having fun for a good cause. If you are looking to volunteer or know of any outreach opportunities Goodwill should attend, please email Christine Chute at christine.chute@austingoodwill.org.

We are excited about our growth last year. **Let's Do Good in 2007!**

Largest Community Job Fair of the Year

One community. Hundreds of jobs. Find your fit.

GOODWILL INDUSTRIES AND THE AUSTIN AMERICAN-STATESMAN HAS PARTNERED WITH THE CITY OF AUSTIN TO BRING AUSTINITES THE BIGGEST, MOST INCLUSIVE HIRING EVENT OF THE YEAR.

The ninth annual Community Career Expo will be held on Wednesday, May 9 from 9 a.m. to 3 p.m. at the Palmer Events Center. The Career Expo is free and open to the public. Free parking is sponsored by the City of Austin.

More than 50 top Central Texas employers will be offering diverse opportunities from entry level to professional positions. A sampling of last year's participants include Cingular Wireless, Dell, Progressive, Seton, St. David's, Travis County, PPD, Sears Call Center, Stevens Transport, Perry Homes, FBI, Express Services, Burnett Staffing Specialists and Time Warner. For more information, visit www.statesman.com/jobs.

On-site interviews, training classes for resume building and applications, and continuing education presentations for nurses will be held through out the day. Additionally, Spanish translators, sign language interpreters, sighted guides, and a technology center for on-site applications will be available.

For more details and updates about the job fair, call the **Community Career Expo information line** at (512) 637-7571. The Community Career Expo is brought to you by Goodwill Industries, the Austin American-Statesman and the City of Austin.

THANK YOU "DO GOODERS"

January – March

- **Applied Materials** — Green Works (28 volunteers)
- **UT Hookup** — Safety Fair & Green Works (16 volunteers)
- **Dell** — Green Works (8 volunteers)
- **Ted & Jeanette Keller** — Hall of Honor
- **Morgan Luke** — Marketing
- **Megan Braley** — Marketing
- **Matthew Kyle** — Marketing

DO
good



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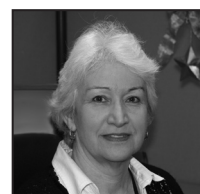


Goodwill Hall of Honor Gives Employees and Clients Inspiration

PEOPLE WHO HAVE OVERCOME BARRIERS TO EMPLOYMENT THROUGH GOODWILL SERVICES AND ACHIEVED EXCEPTIONAL SUCCESS IN THE WORKPLACE ARE INDUCTED INTO GOODWILL'S HALL OF HONOR ONCE A YEAR. Inductees are chosen from Goodwill's employment and training programs and despite great odds, have succeeded.

Photos of honorees and their story are displayed throughout the year at the Goodwill Community Center as tangible inspiration to everyone who walks through the doors.

The following are individuals who were inducted into the 2006 Goodwill Hall of Honor.



LABERTA DEPRIEST

In April 2006, LaBerta DePriest entered Goodwill's Job Source program for assistance with her search for work, something she hadn't done in many years. Through Goodwill's Job Source program she gained experience with interviewing skills, writing her resume, and a host of services through case management to support her throughout her search for work and beyond. Within a few weeks of coming to Goodwill for support services, a data entry position with Travis County became available through Goodwill Temporary Services (GTS). LaBerta began to gain confidence in her new job and her performance was rewarded in August when her employer offered her a permanent position with a better wage. Her courage and determination are what started her on her path to success.



JOHNNY ADAMS

Forced to evacuate from New Orleans 48 hours before Hurricane Katrina hit, Johnny Adams had to leave most of his worthy possessions behind including being a co-owner and production manager of a company. Johnny and his uncle decided to take a one-way trip to Austin where he started searching for a job at the Work Source Career Center. From there, he was eventually referred to Goodwill Temporary Services (GTS) where support was available from the National Emergency Grant for hurricane survivors. His interest in computers led to an assignment at Goodwill's Computer Works store where his responsibilities grew from working the dock to doing inventory on a laptop to learning how to test motherboards. During this time, Johnny took advantage of a grant offered to hurricane victims for schooling and enrolled in computer technology classes. He successfully completed his courses, graduated at the top of his class and became certified as a Microsoft technician.



DEBORAH LEE

After just six months, being named a Goodwill Job Source graduate of the month was only the beginning of a new path for Deborah Lee. Deborah relocated to Austin, Texas due to Hurricane Katrina where she lost everything. She found herself in a challenging situation of getting acclimated to the different city with its own culture, climate and job market. In February 2006, Deborah sought assistance from Goodwill Job Source. Since her previous employment included food service and custodial work, she has continued to use these skills by working in the food service department at Westminster Manor. Deborah and her husband are determined to establish a center in Austin to help house the homeless, provide counseling, life skills, education, job-related training and mentoring. They want to help people restore dignity, become healthier and self-sufficient through holistic services.



SHAREIKA PAYNE

Shareika Payne came to Goodwill through the Youth Services WIA program funded by WorkSource in January 2005. At the time Shareika came to Goodwill she was caring for three young children with another one on the way. She was behind in her reading skills and was having a difficult time retaining employment. Goodwill supported Shareika through obtaining her GED, assistance with finding and retaining a job, providing case management and assistance with other support services including child care assistance, financial management for car repairs and clothes for her new work environment. Shareika attained her GED in August 2006, and while attending her classes she also gained employment. Through all of this she has continued caring for her family as a single parent. Shareika has been working temporary jobs and recently interviewed with Dell for a position. She has plans to attend Austin Community College and possibly study in the medical field.



JAMES SUTHERLAND

Contagious is not a strong enough word to describe James Sutherland's positive attitude and commitment to Goodwill of Central Texas. James lives and breathes the Goodwill mission. For six years he has worked as a custodian for Goodwill's commercial services department, which provides employees for contracts with organizations such as the IRS and Camp Mabry. James came to Goodwill through the Javits-Wagner-O'Day (JWOD) program. Upon his successful completion of the program, he continued to work at Goodwill in the commercial services department. James was trained in varied janitorial and maintenance services to enhance his practices and abilities. James not only does a superior job during the work week, he also participates in Goodwill functions outside of work including the Weigh Good community donation drives, Halloween events (he even modeled in last year's fashion show) and store openings.

Hall of Honor 2006



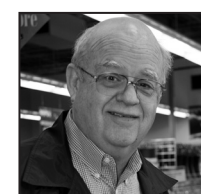
GISELA RUIZ

When Gisela decided to have a baby she refused to be sidetracked from achieving her aspirations. When time off from her pregnancy left her behind in high school classes, Gisela came to Goodwill to learn about WorkSource's WIA Youth Services program. Soon after, she enrolled in Austin Community College and obtained an internship in the medical field at the Children's Wellness Center. Her positive attitude and dedication was seen in her work every day and upon completion of the internship, she was asked by the Wellness Center to come back and continue her outstanding work. Now a nursing student with plans of becoming a clinical assistant and a mother who just celebrated her son's first birthday, Gisela is looking forward to a rewarding career where she can help others in need.



NICO CASTELLANOS

Nico is also a Hurricane Katrina survivor, and rather than succumbing to the difficult circumstances of surviving the natural disaster, being far from home and out of work, Nico has persevered. Raised in New Orleans, he headed to Austin where he had a friend who was more than willing to help. He attended Goodwill's job fair and received help with seeking out leads and connections. By the end of September 2005, Nico quickly found a "home" at the University of Texas at Austin working at the Perry-Castaneda Library. He earned a graduate student position at the School of Information in 2006, producing oral histories with local dignitaries such as Herbert Hubbard and Katherine Pool, while working on a Master of Science graduate degree.



RON MULLIN

When Ron Mullin saw an ad in the newspaper featuring Goodwill's older worker program, he had more than 23 years experience in retail and a lot of energy to offer. From 1971 to 1994, Ron served as the regional manager for Oshman's sporting goods retailer overseeing the operations of stores in several states. In the early 90s, the company moved to the "megastore" concept and Ron decided to explore other opportunities. Goodwill was looking for a manager for the Round Rock store and Ron accepted the offer. He then moved to managing the organization's Macfarlane store, and in 1998, the store's revenue shot up to a new level and placed it on the list of the top five Goodwill stores in the United States. About two years ago, Ron was promoted to district manager.



ELVIA VELAZQUEZ

A native of Mexico, Elvia came to America with challenging obstacles ahead of her, including a language barrier and a lack of previous work history. The Texas Department of Assistive and Rehabilitative Services (DARS) referred her to Goodwill's Work Adjustment Training Program. Once Elvia completed the program, she was transferred to Goodwill's Job Placement Services where she eagerly continued on her quest to find work by fine-tuning her resume building skills, analyzing job leads, and successfully completing job applications. Her dedication and relentless pursuit of employment soon landed her the job at H-E-B. Now radiating confidence while she helps shoppers with their groceries at H-E-B, Elvia looks back proudly on all she has accomplished since arriving in America.



ISAAC OWENS

Due to a family emergency Isaac lost his previous job. Seeking assistance and knowing how Goodwill gives people second chances (he worked at the Goodwill store on south Lamar in the 70s), he came to Goodwill through the Job Source Program. Job Source worked with Isaac to initially develop a job search strategy. He then received assistance with his application and interviewing skills, as well as help building his resume. Isaac worked closely with his placement specialist to identify companies that would value his previous work experience. One of those companies was Safway Scaffolding. After receiving his resume and an initial interviewer, they hired Isaac shortly thereafter. Isaac has been employed since May 2006 and has continued to work hard to maintain his employment as a foreman with Safway Scaffolds, which also gives him a sense of self-sufficiency.



STEVEN GRZINICH

After 10 frustrating years looking for and working at various jobs that were not satisfactory, the Texas Department of Assistive and Rehabilitative Services (DARS) referred Steven to Goodwill in November of 2005 for job preparation and placement assistance. Goodwill assisted Steven with employment services such as resume building and job applications, interviewing skills and job placement. In addition, because Steven is unable to drive, Goodwill helped by providing transportation to job sites. His hard work paid off, and close to a year ago Steven began working at the Marriott Courtyard performing maintenance.

This event is made possible with generous contributions from the following sponsors.

