



▶ Brian Berg - New NMA Executive Director1

▶ From the Desk of the President2



▶ NMA Breaktime: It's Time To Turn The Page.....3

▶ Chapter Updates..... 4-5

▶ Leadership Corner.....6

▶ NMA Webinar Schedule.....7

▶ NMA Corner.....8-9

▶ Crossword Puzzle10, 12

▶ Peach Council Calendar.....11

▶ NMA Governance.....13-14

2nd Quarter 2020



Peach Fuzz *focus*

LEADERSHIP DEVELOPMENT OPPORTUNITIES & TRAINING TO PREPARE YOU FOR THE FUTURE...

Meet Brian Berg - New NMA Executive Director

The National Management Association (NMA) appointed Brian Berg as its executive director, effective May 1. Berg is taking over for Steve Bailey, who has been executive director since January 1993, as he will retire after 42 years of service to the NMA.



Brian Berg, NMA Executive Director

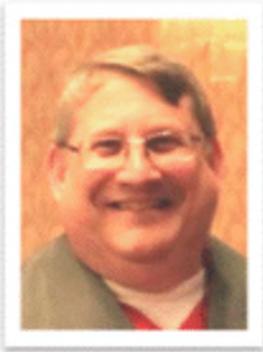
Berg's career has been focused in sales management, product marketing and technical development. He began his career with Burroughs Corp., where he was promoted to a regional marketing manager position across 10 states. This experience dealing with leadership teams in many companies helped Berg understand the business success through strategic planning and selling, according to a press release.

Most recently, Berg served as the executive relationship manager for Heartland Global Payment. In his role, he was responsible for sales to new customers and management of existing clients during which he sold the largest enterprise contract in the area, working with the leadership team at one of the largest health care networks in the region.

Berg is a graduate of the University of Northern Iowa with a degree in public relations and marketing. The National Management Association is a national, nonprofit organization works to strengthen leaders through education, professional development and continuous improvement. The NMA has almost 9,000 members in chapters across the U.S. Chapters are active in some of the world's largest companies, including Boeing, Lockheed Martin, Collins Aerospace, Nokia and Blue Cross Blue Shield Michigan. The organization was founded by Charles Kettering in 1919 and was previously known as the Dayton Foreman's Club.



From the Desk of the President ...



*Dana Richardson, NMA
Peach Council President*

With the rest of the nation and the world, we have been reeling with the fast-paced turn of events as we all manage the national health pandemic created by the exponential spread of COVID-19. Like most other places, our staff at the Peach Council is working remotely, and we are finding new ways to be in community, to be together, and to uphold one another and our work.

And our hearts are breaking as we witness the fall-out from the effects of the pandemic on our communities. We are holding so much in our hearts and minds.

We are holding the worry of those who are sick and the sorrow of those who have already lost a loved one to this virus both here and abroad.

We are holding parents and caregivers at home with their kids, managing the tension between supporting their children's learning and just wanting to make sure they feel safe and loved in an unprecedented time.

We are holding all the teachers and school administrators and education leaders who are trying to figure out how to support children and families, and how to do so equitably.

More drastic change to management systems has occurred in the last week than it has in arguably the last 50 years. What possibilities does this open for the future, for the reorganization of our businesses, for the centrality of families and family life?

As our daily lives rapidly reconfigure, how can we be self-determining in the reconfiguration? We need to hold the devastating impacts of this moment, and can we also reach for what might be possible that wasn't visible before? It may be that social distancing isn't quite the right frame for what we need right now. We certainly need physical distancing. But we also need to imagine and act from places of social closeness and care. What if we recognized this moment as also a possibility to reconfigure life towards the world we want? What kinds of new questions would we ask, what kinds of reimagining might we do together? We want to find ways to think with you all about this, and to create spaces in which we can reimagine together.

We are thinking about these big questions, even as we also think about how we can support the business community in this moment, and about our role in meeting some of the very acute needs of workers and families that are pressing.

We hope that you and your loved ones are well, and we are more committed than ever to do our work in a way that supports community, businesses, and people

A handwritten signature in dark ink, appearing to read 'Dana Richardson', written in a cursive style.

Peach Council Quarterly Meeting Highlights

1st & 2nd Quarter 2020

This year the NMA Peach Council is celebrated 35 years of service in April and are here to support the chapter and community needs. Stay tuned on how you can be involved. The council is currently in the process of restructuring the meeting format. Also, Peach Council is currently defining the criteria for an upcoming Annual Essay Contest starting Fall 2020.

It's Time To Turn The Page



Steve Bailey
Former NMA Executive
Director

Once the word gets out that you're stepping down, you find yourself at the other end of a virtually endless stream of insight and information about retirement. The Delete key is your best friend.

But, thanks to a story in the WSJ sent to me by NMA Vice Chair, Scott Chestnut, I stumbled on a work of Roman orator and statesman Marcus Cicero. My new BFF Marcus has provided a new outlook on retirement life. His basic message is that senior citizens (ouch!) remain active, just in different ways than their younger counterparts.

His focus is on community service, writing, continued learning, and philosophic reflection. He notes: *"Those... who allege that old age is devoid of useful activity... are like those who would say that the pilot does nothing in the sailing of his ship, because, while others are climbing the masts, or running about the gangways, or working at the pumps, he sits quietly in the stern and simply holds the tiller. He may not be doing what younger members of the crew are doing, but what he does is better and much more important. It is not by muscle, speed, or physical dexterity that great things are achieved, but by reflection, force of character, and judgment; in these qualities old age is usually not ...*

poorer, but is even richer." So? Idle time and solitude are to be sought, not feared. Banish the self-help books with a five-step plan to a fulfilling retirement.

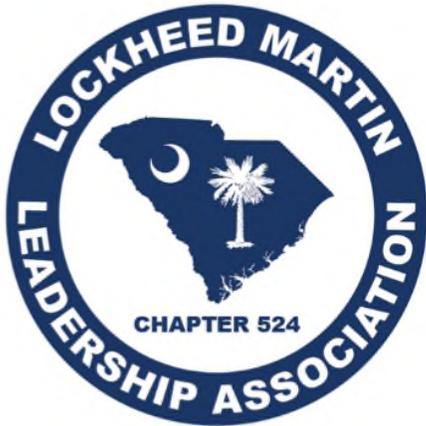
Thus, off we go. Sue and I, both, you know! It's been a complete blast and a labor of love. When you work for an organization that helps people uncover their best selves, what's not to like? I'll miss all of you – YOU make our days by validating what we do at NMA. But most of all I will miss Robin Furlong and Sue Kappeler. They are superstars and for the last 37 years (out of 42 overall) I've literally worked alongside both of them every single day. It is such a blessing to work with people whom you admire and whom you look forward to seeing every morning. We have to stay in touch -- we know WAY too much about one another not to!

Lastly, we (the Royal We, of course) leave you in great shape. Robin is now the Queen of NMA – her reign will reflect her good nature, her respect for others, and an extraordinary work ethic. She wrote the book on customer service. Darrell Wacker and Brian Berg are rich assets just waiting to be tapped. I've known them for less than 6 weeks, but I can promise you that NMA found two pros! It will be a true joy to walk out the door one last time and be able to turn and smile at the three people now in charge. Like Allstate, NMA is in VERY good hands.

nma breaktime



Lockheed Martin Leadership Association Chapter #524 Greenville, SC— News



In May, The Lockheed Martin Leadership Association (LMLA) Chapter #524, held a professional development webinar featuring Dr. Yoram Solomon, the author of *The Book of Trust* and CEO of the Innovation Culture. In his book, he emphasizes that Culture starts with YOU, not your Boss!. He has eleven (11) other books will give you specific ideas and tips that will increase your leadership effectiveness and teamwork productivity while working remotely. In this session, he set the foundation for understanding the link between trust and effective leadership and productive teamwork through the 7 laws of trust and 6 components of trustworthiness. For, information please visit www.trust21000.com.

LMLA Chapter #524 are continuing to look at virtual opportunities during this COVID-19 pandemic and this is beneficial in this time of uncertainty.



Lockheed Martin Leadership Association Chapter #531 Marietta, GA— News

De-

Written by Lakechia Moss, President LMLA Chapter #531—Marietta, GA



Front Row (left to right) Lakechia Moss, Ashley Jeter, Jay Patel, Faneshka Charite, Shaquana Teasley, Shaniqua Agee, Natalie Cowart Back Row (left to right) Tega Eshareturi, Nicole Perry, Kerry Wilson, Jay Bhatt, Karmyn Nowrood, Sean Segers, Kena Searcy, Rayford Horne, Fred Gresham

veloped and sponsored by our Executive Sponsor, Karmyn Norwood, the LMLA MRT inaugural session was conducted during the months of October 2019 through March 2020. During this time, participants attended monthly, one-hour facilitated sessions presenting various career and leadership development topics with the goal of moving performing employees to high performing employees who understand how they impact the business and drive key results. Ashley Jeter, an early career Manufacturing Engineer and MRT participant, stated, “The MRT has been eye opening and has helped to provide insight into many opportunities and ideas. It has been an awesome experience to interact with people of all backgrounds and professional experience. Karmyn took notice that I was terrified to speak in public and helped build my courage and confidence to become a stronger public speaker.” In addition to the development and enhancement of career and leadership skills, at the conclusion of the MRT sessions, each participant had developed a career development plan which was reviewed by the sponsor and approved by their leadership, developed a biography and updated his/her Atlas profile. Participants were responsible for committing to the process and attended these sessions on their own time.

LMLA Chapter #531 is currently in the process of gearing up for the second MRT session. Although Karmyn has been recently named Deputy Vice President of Missiles and Fire Control Sensors & Global Sustainment and Vice President of Rotary Wing & Ground Programs and will be relocating to Orlando, Florida, her vision for the Mentoring Round Table will live on. When questioned about next steps, Karmyn excitedly mentioned, “I want more leaders to get involved! The MRT provided the foundation. I want to multiply the employees engaged, multiply the number of leaders, and ultimately see accelerated career development throughout the site and corporation. It doesn’t matter if they are the CEO today or potential CEO of the future. We have to invest time, energy and effort to grow the company.”

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Savannah River Site Leadership Association Chapter #773 Aiken, SC— News



Starting September 1, 2020, Rich Baker will begin his term as chapter president for the Savannah River Site Leadership Association succeeding Nico Karay. Baker is an operations manager for the company and has educational training from Southern Illinois University, Excelsior College, and Southern Wesleyan University.

Leadership Corner

Written by Bridget Lauderdale



Bridget Lauderdale
*Vice President and
General Manager of the F-16/F-22
Integrated Fighter Group
Lockheed Martin Aeronautics*

Throughout my career at Lockheed Martin, I've held myself accountable to being an "authentic leader." This leadership style has helped me overcome daily challenges and achieve personal and professional priorities, but more importantly, it's allowed me to unlock the full potential of teams and the individuals on those teams. These high performing teams are able to meet the needs of the customer, fellow employees and the company more effectively through authentic leadership.

What exactly is *authentic leadership*?

Harvard Business School Professor and former Medtronic CEO Bill George coined the term in his 2003 book of the same name. Then, George said authentic leadership could be recognized in leaders who pursue their purpose; are loyal to their values; lead using both intuition and fact-based understanding of situations; establish meaningful relationships; and demonstrate self-discipline.

Today, authentic leadership is identified by Harvard Business Review and top leaders as a driving factor behind the most successful work environments and teams, fostering inclusive culture and diverse and creative ideas.

For me, authentic leadership starts with having strong self-awareness; a willingness to allow others to see your vulnerabilities; a focus on mission ahead of self; and a recognition that the employee is at the heart of it all.

First, to truly be authentic, you have to be open and honest with yourself, having a strong understanding of your strengths and weaknesses. When you understand this about yourself, you can then build a strong team that completes your strengths. When you have the right mix of talent and skills on a team, there is no limit to excellence.

Then, allowing others to have a window into your own vulnerabilities and to see you successfully lead through those, instills confidence in you as a leader. Often, people can see themselves in your vulnerabilities and gain confidence in their ability to overcome them as well. Sharing this part of you does not make you a soft leader, but can allow you to connect with your employees and even deliver difficult discussions more effectively when necessary. Thinking about a recent opportunity I had to speak at one of the leadership forums our company sponsors, I was preparing my comments about all of the constructive experiences I've had along the way in my career. I realized the most valuable insights I could share are the failures I've had and what I did to address them successfully. Following the forum attendees shared with me that it was so helpful to finally receive practical advice for addressing specific challenges they too were experiencing.

Authentic leaders are open, which then allows them to take a genuine interest in what is important to others, finding the best ways to engage. They create a safe environment to bring everyone's best ideas forward. As an authentic leader, you lead by example. Creating an environment that accepts risk and is freed from barriers enables trust among the team and can lead to incredible innovation. When you successfully create positive experiences for others, the organization follows, extending that success.

Finally, authentic leaders are mission focused, putting the goals of the organization and the long-term value of the organization ahead of their own interests. They are leading in the pursuit of excellence not the pursuit of power. Authentic leadership places power within the team, not solely with the leader over the team. In this way, authentic leadership focuses on employees being at the heart of mission success.

NMA Online Webinar Calendar

NMA's Professional Development Committee is currently preparing a new round of suggestions for our 2020 webinar series. A more extensive calendar will be posted by the end of January. **Members who have suggestions for either topics or facilitators are encouraged to contact the NMA staff.** NMA will continue to provide webinars on the third Thursday of every month; exceptions are January and July when we will hold them on the fourth Thursday due to the NMA board meeting schedule. Our goal is for notifications to go out well in advance so that you can stay current, plan accordingly, and provide a quality service to your members. Again, we welcome your input on other topics that you feel may be beneficial to you and your colleagues. NMA encourages you to check this page frequently for updates.

Thursday July 16 - Noon and 3 pm
Self Leadership + Goal Creation— Kristie Stocker, Facilitator

Thursday August 20—Noon and 3 pm
Stop looking for demons! Re-framing the narrative of disruption.— John Oliver, Facilitator

Thursday September 17—Noon and 3 pm
Mastering the Millennial mindset: How to attract and retain emerging leaders— Lisa Ryan, Facilitator

Thursday October 22—Noon and 3 pm
Stop the meeting madness!! — Ardin Clise, Facilitator

Thursday— November 19 Noon and 3 pm
TBD

No December Webinar

Did you know that NMA Members can watch “NMA Live Online” Recordings for free? Please visit the following website:

<https://nma1.org/nma-webinar-videos>



NMA Champions On The Move

Written by Rayford Horne, NMA Associate National Director



Kiran Dambala

Kiran Dambala will assume the role of program management director and Chief Operating Officer for Tata Lockheed Martin Aerostructures Limited (TLMAL). TLMAL is joint venture between Tata Advanced Systems Limited (TASL) and Lockheed Martin Aeroframe Corporation (LMAC), located in Hyderabad, India. TLMAL manufactures major structural components for all variants (military and commercial) of the C-130J Super Hercules and is in the process of starting F-16 wing production for worldwide sales. Kiran will be based at TLMAL's facility in Hyderabad, India.

A Lockheed Martin employee for 17 years, Kiran brings a wealth of relevant experience and knowledge to the role. He most recently was the program manager for Customer Interface Management within F-35 Sustainment Mods & Upgrades and served as primary contact for all F-35 customers on modifications and upgrades to achieve customers' capability milestones. Kiran has a bachelor's degree in Electrical Engineering from Gulbarga University, India, and a Master of Business Administration degree in Business Computer Information Systems from the University of North Texas.

Dambala was a former President of Lockheed Martin Leadership Association—Chapter #249—Fort Worth, TX, the 2014 NMA Chair of the Board, and is currently NMA Lifetime Member of the NMA Board of Directors.



Karmyn Norwood

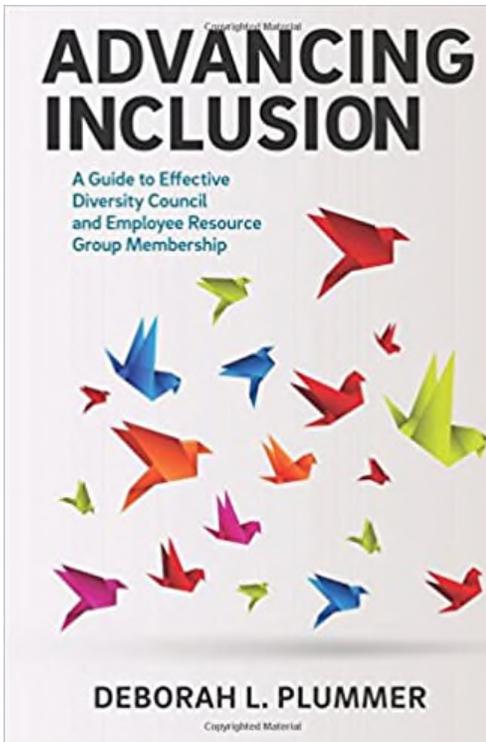
Karmyn Norwood has been selected as Deputy Vice President of Sensors & Global Sustainment (S&GS) and Vice President of Rotary Wing & Ground Programs at Missiles and Fire Control. Karmyn previously served as Vice President of Air Mobility and Maritime Missions (AMMM) International Programs since 2016. Under Karmyn's leadership, we focused on positive relationships with both international customers and internal stakeholders that resulted in outstanding program performance and expanded our business. Additionally, she created, "Let's Engage", a forum for Marietta-based employees to engage with leaders across the enterprise for professional development and business acumen.

A Lockheed Martin employee since 2002, Ms. Norwood has held leadership roles of increasing responsibility. She served as director of Engineering, responsible for more than 7,000 engineers accountable for the design, development, integration, production and sustainment of military aircraft for the United States and countries around the world. She holds a bachelor's degree in Mathematics from Jackson State University, a master's degree in Electrical Engineering from George Mason University, and an Executive MBA from the University of Tennessee at Knoxville. She is also a graduate of the Defense Acquisition University Program Management Institute.

Norwood was a former President of Lockheed Martin Leadership Association—Chapter #249—Fort Worth, TX and was the Executive Sponsor for Lockheed Martin Leadership Association—Chapter 531—Marietta, Georgia.

Quarterly Chapter Service Coordination Information Exchange

Written by Rayford Horne, NMA Associate National Director



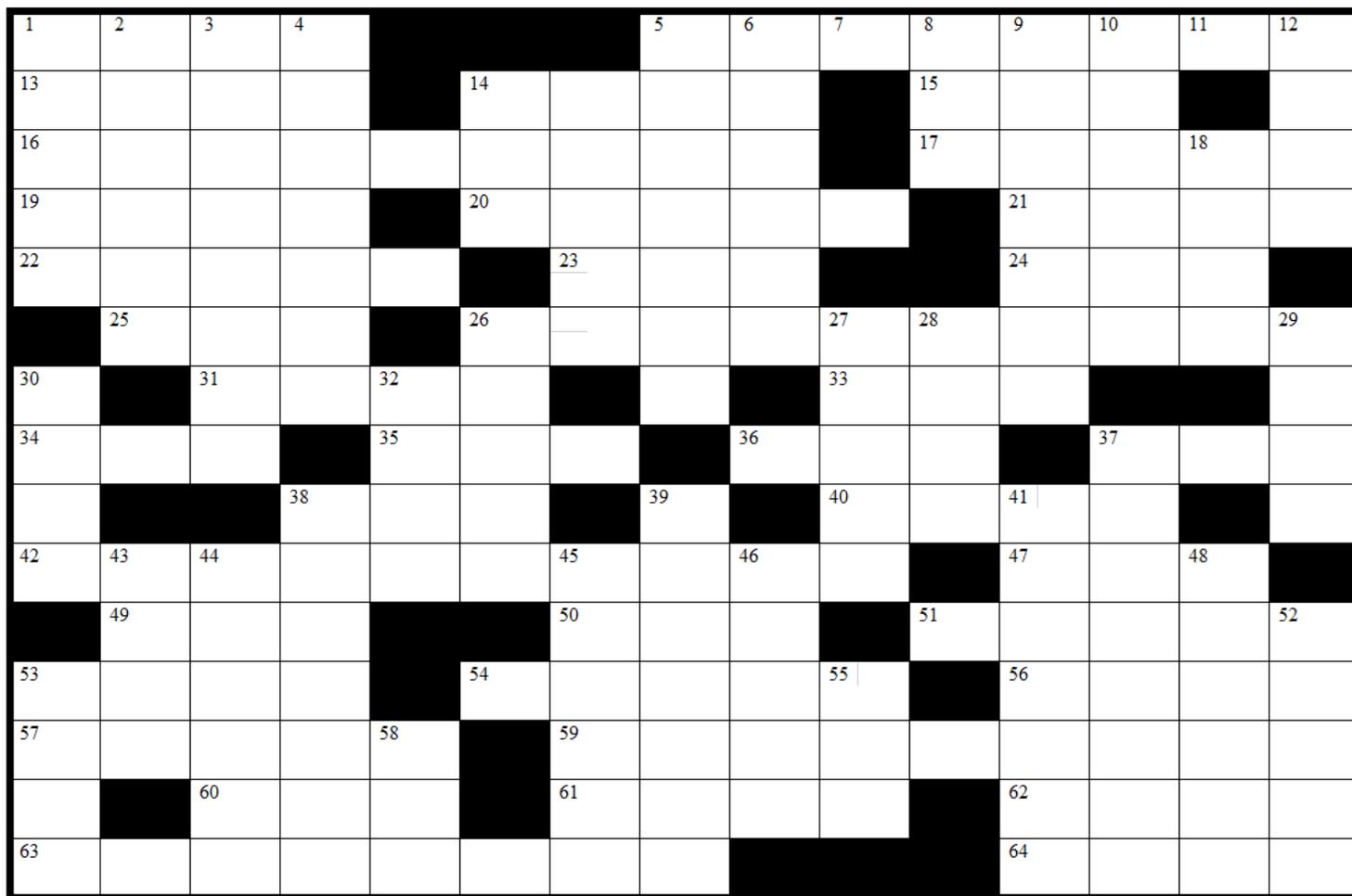
Need additional resources on promoting inclusion in your respective organizations?

Advancing Inclusion: A Guide to Effective Diversity Council and Employee Resource Group Membership is an easy-to-read, informative, resource tool that supports diversity council and employee resource group members with the fundamental knowledge and skills necessary to help them advance their organization's diversity and inclusion goals. This guide includes frameworks, exercises, and case studies for understanding diversity, and practical steps for achieving effective diversity councils, employee resource groups, or organizations. A perfect guide designed to be in the hands of every diversity council and ERG member regardless of level of experience.

Deborah L. Plummer, PhD is a psychologist and diversity thought leader with 30 years of professional experience. She is the founder of D.L. Plummer & Associates, a consulting firm that specialized in diversity management and organizational development. In this capacity, she consulted for a variety of national and international corporations including Fortune 500 companies, community mental health agencies, public and private school systems, and faith-based

institutions. Deborah also has extensive experience inside organizations and has held positions as chief diversity officer, university professor, founding director of a graduate degree program in diversity management, and a staff psychologist. As a nationally recognized diversity management expert, her gift of taking apart theories of human differences and stating them in practical terms provides readers with information and inspiration while enhancing their diversity competencies both professionally and personally.

A National Past Time: Crossword Puzzles



ACROSS

1. Tie (down)
5. Asian restaurant chain
13. Keen on
14. Southern state (abbr.)
15. Kin of Sis
16. Achieved as a single
17. Academy award
19. Spew out
20. Japanese immigrant to Americas
21. Snake-like fish feeling
22. Leaf gatherin'
23. Orman short nickname
24. Direction
25. ____ Abner
26. Final destination (pl.)
31. Rome's fiddler
33. Texas tea
34. Yule ____
35. Great bird (extinct)
36. Sloe ____ fizz
37. My Gal ____
38. Aggravating noise
40. Third son of Adam and Eve
42. Halfway there
47. Air Force General Arnold

49. ____ for tat
50. Early Giant homerun slugger
51. Continent monies
53. Fit to ____
54. Asian gambling spot (var.)
56. Late '70s soccer league
57. B & W bear
59. Last stop before a score
60. ____ sequitur
61. Ending for pion (pl)
62. Beekeeper movie role
63. Thinkers of a strategy
64. Hey ! (quietly)

DOWN

1. Long term prisoner
2. ____, vegetable , or, mineral
3. Hitting very hard
4. Angry toward
5. Playin' ____ (pl.)
6. Stop right there!
8. Premium channel
9. Weaponry
10. Without any coin
12. Agile and mobile
14. Domestic Security Service

18. Wind sheltered
26. Follow doggedly
27. Graceful
28. Straight thing between 2 points
29. Completed transaction
30. Non-negative
32. Watery weather
37. Indian reptile
38. Lavished affection
39. Ensnares the ball
41. Digit direction when in agreement
43. Jazzy James
44. Australian red wine
45. Person enjoying a water craft
46. Climbing step
48. Outlaw chasers
52. Icy #32D
53. Each
55. Conjunction (pl)
58. Southern, movie actress

VIEW ANSWER KEY ON PAGE 12



Meeting Dates to Remember...

	Peach Council Quarterly Mtg	Jul 10-11	Independent
	Teleconference Call	Aug 5	12:00 PM
	Teleconference Call	Sep 2	12:00 PM
	Peach Council Quarterly Mtg	Oct 16-17	Greenville, SC
	2020 NMA National Conference	Oct 15-18	Greenville, SC
	Teleconference Call	Nov 4	12:00 PM
	Teleconference Call	Dec 2	12:00 PM

Quote of the Quarter

Outstanding leaders go out of their way to boost the self-esteem of their personnel. If people believe in themselves, it's amazing what they can accomplish. —Sam Walton



NMA Leadership Model

By using the NMA Leadership Model as a focal point, NMA provides many convenient ways to learn new skills through classroom and online participation, informally from the member network, or through leading chapter activities.



A National Past Time: Crossword Answers

1	L	A	S	H				5	P	6	F	7	C	8	H	9	A	10	N	11	G	12	S	
13	I	N	T	O			14	F	L	O	R			15	B	R	O							P
16	F	I	R	S	T			B	A	S	E			17	O	S	C		18	A			R	
19	E	M	I	T			20	I	S	S	E	I				21	E	E	L				Y	
22	R	A	K	I	N			23	S	U	Z					24	N	N	E					
		25	L	I	L			26	H	O	M	E	27	P	28	L	A	T	E		29	S		
30	P			31	N	E	32	R	O				33	O	I	L							O	
34	L	O	G			35	A	U	K			36	G	I	N			37	G	A			L	
	U				38	D	I	N			39	C		40	S	E	41	T	H				D	
42	S	43	E	44	C	O	N	D	45	B	A	46	S	E			47	H	A	48	P			
		49	T	I	T				50	O	T	T			51	E	U	R	O		52	S		
53	A	T	E	E			54	M	A	C	A	55	O			56	M	I	S				L	
57	P	A	N	D	A			58		59	T	H	I	R	D		B	A	S				E	
				60	N	O	N			61	E	E	R	S			62	U	L	E			E	
63	P	L	A	N	N	E	R	S								64	P	S	S				T	

NMA Governance



Vision Statement

NMA is the recognized worldwide partnership of people and businesses inspiring outstanding leadership, and cultivating highly productive workplaces.

Mission Statement

NMA offers leadership development products and creates opportunities that maximize the potential of our members, sponsoring organizations, and communities.

Code of Ethics

- I will recognize that all individuals inherently desire to practice their occupations to the best of their ability
- I will assume that all individuals want to do their best
- I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others
- I will be guided in all my activities by truth, accuracy, fair dealing and good taste
- I will keep informed on the latest developments in techniques, equipment, and processes
- I will recommend or initiate methods to increase productivity and efficiency
- I will support efforts to strengthen the management profession through training and education
- I will help my associates reach personal and professional fulfillment
- I will earn and carefully guard my reputation for good moral character and good citizenship
- I will promote the principles of our Free Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future
- I will recognize that leadership is a call to service

NMA...the leadership organization

The NMA is a national non-profit organization of 9,000 professionals in more than 50 chapters. NMA members belong to chapters made up of fellow employees within their company or in community chapters that draw from various businesses. All regularly pursue opportunities to enhance their business knowledge and experience, further their education in professional development courses, and improve their communities through charitable activities. The NMA was founded in 1925 under the guidance of famed inventor and industrialist Charles F. Kettering.

More information on NMA can be found at: www.nma1.org



PEACH COUNCIL

WHO WE ARE

The NMA Peach Council is an organization comprised of National Management Association (NMA) chapters and individuals members located throughout South Carolina, North Carolina, and Georgia .

OUR PURPOSE

The purpose of the Council is to provide a network for sharing information and provide a place for gathering and supporting individual chapter representatives. Through the unique exchange of information and ideas, Council delegates are able to build on the proven successes of shared chapter activities and programs. For more information on Peach Council activities, you may contact:

Dana Richardson, President or Rayford Horne, Vice-President
or visit the Peach Council web page at: www.nmapeachcouncil.com

Peach Council Officers 2019-2020



Dana Richardson, President
Lockheed Martin
LMLA - Greenville #524
244 Terminal Road
Greenville, South Carolina 29605
(864) 299-7688 (work)
(910) 299-7586 (cell)
dana.a.richardson@lmco.com



Rayford Horne, CM, Vice President
Lockheed Martin
LMLA - Marietta #531
86 South Cobb Drive
Marietta, Georgia 30063-0625
(678) 231-5361 (work)
(678) 231-5361 (cell)
rayford.a.horne@lmco.com



Terry Bartlett, Treasurer
Lockheed Martin
LMLA - Marietta #531
86 South Cobb Drive
Marietta, Georgia 30063-0199
(770) 494-2815 (work)
terry.o.bartlett@lmco.com



Brenda Kelly, CM, Secretary (Acting)
Savannah River Nuclear Solutions
SRSLA #773 - Retired
130 Calumet Court
Aiken, South Carolina 29803
(803) 640-8200 (cell)
brendakelly1952@yahoo.com

At Large Members: Stacy Baasch, Jim Lorenz, Nico Karay, Michelle Lewis