

Managed by Honeywell



## WELCOME FROM OUR LEADERS

The U.S. Department of Energy (DOE) and Honeywell are committed to serving our community and engaging with universities, civic partners and students in Kansas City and Albuquerque. Honeywell Federal Manufacturing & Technologies, LLC (FM&T) is a division of Honeywell International. We employ more than 5,000 employees at the Kansas City National Security Campus and our New Mexico Operations.

Our approach to diversity is based on the strong belief that valuing inclusion is a competitive advantage to be successful in a global economy. We are proud to be part of a workforce valuing and respecting everyone regardless of gender, educational background, age, thinking style, family status, sexual orientation, religion, culture or racial and ethnic differences. We aim to foster a culture of collaboration, innovation and caring.

Our success rests on our most valuable asset: our people. For that reason, we have a strong commitment to serving and engaging in our community. We invite you to review this report and know we are proud of the strong relationships we've built in our community and the paths we've paved towards continued inclusivity in 2020.



**Mark Holecek**  
Site Leader  
Department of Energy



**John Ricciardelli**  
President  
Honeywell Federal  
Manufacturing & Technologies



**Rekha Lakshmanan**  
Diversity Champion

Honeywell celebrates diversity and inclusion. In fact, diversity is one of our core values. We respect all individuals for their differences and create a culture of inclusion which enhances our competitive edge to be successful.

Our diversity strategy enables us to build and capitalize on the diverse skills, unique experiences and perspectives by attracting, developing and retaining the best and brightest talent from all walks of life and backgrounds. We strive to enable an equitable workplace culture of inclusion and strongly believe a diverse collection of men and women in terms of color, gender, religion and ethnicity sends out a strong message of oneness and a commitment to inclusiveness. We continuously thrive to be heterogeneous with a mixture of a diverse set of people who have the same line of regard towards our goals in the organization.



## WORKFORCE

### Who and how we hire and develop

#### *Our People*

Honeywell respects and values the diversity reflected in our employees' various backgrounds, experiences and ideas. Through diverse teams focused on problem-solving issues, Honeywell enables all employees to bring their talents, skills, and experiences to their work performance. Together, we provide an inclusive work environment fostering respect for all our coworkers, clients and partners.



#### *Employee Recruitment*

Honeywell makes every effort to ensure hiring opportunities are equally available to all employees by providing access to

advancement opportunities within Honeywell and at other business units within the corporation. Every hiring decision is reviewed and approved by Human Resources to ensure consistency within Honeywell's selection process, as well as to ensure job-related criteria are considered in selection decisions.

#### *Recruiting Partnerships & University Relations*

In 2019 Honeywell executed new sourcing strategies to recruit and hire talent through research, outreach and academic partnerships, with an increased focus on recruiting female and minority students at targeted universities. Honeywell continued to actively participate in numerous diversity focused conferences throughout 2019, building a critical pipeline of talent, extending offers on site, and hiring a number of full time employees. Honeywell participated in all of the National Security Enterprise Days campus joint recruiting events in partnership with the National Nuclear Security Administration (NNSA) to establish a new branding approach and appeal to students through the sheer number of hires our collective enterprise hires. We continued to leverage partnerships with onsite university faculty; engaging annually and improving working relationships with student diverse organizations, career services and faculty contacts. We also promoted upcoming campus events and increased awareness of Honeywell employment opportunities, ultimately expanding the qualified applicant pool of minorities and/or females. We leveraged engineers to sponsor technical workshops for women engineers, and established long-term partnerships.

#### *Internship Program*

The Honeywell Internship Program is strategically designed to identify distinguishable students and provide them with a 10-week work experience. During the summer of 2019, Honeywell hosted 71 student interns, who had the opportunity to apply a variety of skills and experiences to on-the-job projects. Students also participated in community service and team-building events to familiarize themselves with Honeywell's mission, vision, and culture. In 2019, 80% of interns were converted to full-time employment at Honeywell, exceeding our goal of 70%.



### Christina Oden – Minority Serving Institution Partnership Program (MSIPP)

Christina Oden joined Honeywell in March 2019 after participating in the 2017 and 2018 intern programs. As an electrical engineering student at North Carolina Agricultural and Technical State University, she joined the MSIPP and helped with Honeywell recruitment at college career fairs. Christina says the Honeywell mission is what drew her in. "The mission here is different than any other place you can find and being a part of that impact is very fulfilling," Oden said. Christina plans to connect more with the mission by mentoring Honeywell's STEM program for young ladies.

## Sandia Nuclear Weapon Internship

This program trains the future stewards of the nuclear weapons stockpile and provides interns with detailed knowledge of nuclear weapons and the Nuclear Security Enterprise. Selected employees undergo a unique one-year assignment at Sandia National Laboratories. The goal is to accelerate knowledge of the nuclear weapons stockpile to engineers and scientists to help assure it remains safe, secure and reliable. The program is similar to a graduate-level curriculum, including a variety of classroom trainings, hands-on experience and trips to NNSA and Department of Defense facilities. In 2019, three employees were selected to participate; Kevin Clark, Suzanne Varughese and Tom Guttschow.



Kevin Clark joined Honeywell in 2015 as part of the Advanced Manufacturing Engineering team and currently serves as a Senior Mechanical Engineer. “This opportunity is unique in breadth and depth of Nuclear Enterprise related knowledge,” says Kevin. “I am very honored to be selected - learning from our nation’s subject matter experts will be fascinating.”



Suzanne Varughese joined Honeywell in 2017 and is a Chemical Engineer II. Her role as a Product Engineer for the Rubber and Plastics department has prepared her for WIP. She has been involved in managing cross-functional teams, developing innovative solutions and delivering quality products that adhere to customers’ needs. Suzanne is looking forward to understanding how her role plays a part in the larger picture of national security.



Tom Guttschow joined Honeywell in 2015 and is currently a Mechanical Engineer III. His work as a process engineer, product engineer and project lead will bring an important dimension to WIP.

## Minority Serving Institution Partnership Program (MSIPP)

MSIPP’s mission is to create and foster a sustainable STEM pipeline that prepares a diverse workforce of world-class talent through strategic partnerships between Minority Serving Institutions and the DOE. The program provides high school and college students with the cutting-edge resources and technologies housed at DOE facilities to increase STEM student retention.

2019 Highlights: [See full list.](#)

- \$15,000 scholarship awarded to Sebastian Vargas, pictured below, from The University of Texas at El Paso to pursue a Bachelor’s of Science in Mechanical Engineering
- \$10,000 scholarship awarded to Steven Fox from Texas Tech University to pursue a Bachelor’s of Science in Mechanical Engineering





2019 ERG Leaders

## ENGAGEMENT

### What we're doing

#### *Continuous Learning Culture*

Honeywell believes in expanding employees' ability to learn by providing opportunities to increase their knowledge and skills. Every new employee is required to complete a diversity training course in the first 90 days of employment to understand Honeywell's Equal Employment Opportunity and Workplace Harassment policies, as well as our definition of diversity.

#### *Diversity & Inclusion Council*

The Diversity & Inclusion Council was created to enhance and invigorate company culture. In 2019, an employee survey established key employee engagement benchmarks. The survey found 79% of those surveyed believed all employees are treated fairly regardless of race, gender, age, ethnic background, disability, sexual orientation or other differences, and 75% believe Honeywell makes it easy for people from diverse backgrounds to fit in and be accepted. The council will continue to work with employees on diversity satisfaction, training and concerns.

#### *Employee Resource Groups (ERGs)*

Honeywell's ERGs were developed to promote diversity through employee involvement and engagement. Currently, we have five ERGs including the Hispanic Network, Veterans Group, Women's Council, Young Professionals and the Honeywell Black Employees Network. These groups offer forums for employees to share experiences, provide advice and address unique member concerns. ERGs are a critical piece of our business and add value to our recruitment and retention, training and employee development.



## Hispanic Network

Honeywell's newest ERG partners with management to create an environment valuing and promoting the professional development of Hispanic employees.

2019 Highlights: [See full list.](#)

- Hosted three professional development events with topics ranging from how to build and leverage workplace relationships to excellence in Six Sigma training
- Partnered with many community events including; Si Se Puede, Guadalupe Center Back to School Drive, Angel Tree, Coats for Kids, Amigos de las Americas Kansas City chapter, Bowl for Kids' Sake, Big Brothers Big Sisters, and Harvesters

## Veterans Group

The Veterans Group focuses on supporting veterans employed by Honeywell through providing a network of resources dedicated to improving their lives. The Veterans' ERG provided monthly encouragement to employees deployed in support of worldwide military operations.

2019 Highlights: [See full list.](#)

- Partnered with Hiring our Heroes to assist transitioning service members
- Participated in recruiting events at local military bases attracting attention to transitioning military members

## Young Professionals

The Young Professionals group provides community and engagement opportunities for early-in-career employees to professionally develop and establish a network.

2019 Highlights: [See full list.](#)

- Hosted a variety of professional development events including presentations on Communication and Presentation Best Practices and The 4-Block and How to Give a Successful Green Belt/DFSS Presentation
- Supported the community by organizing a back-to-school drive benefiting the Guadalupe Center and reading to elementary students as part of the genKC's Breakfast, Books & Buddies program



## Women's Council

The Women's Council fosters the growth of an inclusive, supportive, and cross-functional network to engage women, recruit and retain top female talent, and partner with all employees to see the successful deployment of a diverse and talented work force.

2019 Highlights: [See full list.](#)

- Hosted a variety of panel discussions with topics such as creating career milestones and promoting women's history month
- Coordinated the installment of lactation rooms/mother's rooms onsite and progressing on getting more at other site locations



## Honeywell Black Employee Network (HBEN)

HBEN promotes the personal and professional growth of black employees through networking, mentoring and events to provide a stronger sense of community within Honeywell. In 2019, HBEN provided a diversity of professional, cultural and outreach activities that focused on employee development, increased engagement and improved leadership in the business and community. The group featured David Johnson, Vice President of Honeywell Federal Solutions, as keynote speaker for the 2019 Black History Month celebration.

2019 Highlights: [See full list.](#)

- Supported 11 weeks for the Grandview middle school boys STEMM mentoring program, selected Black Achievers Society (BAS)/Honeywell & Honeywell Opportunity for Prosperity through Education (HOPE) Scholarship Applicants & Mentors, supported the Brother's in Technology conference at the University of Central Missouri Lee's Summit Campus, and hosted STEMM activities at the Tuskegee Airmen Exhibit at Urban Baseball Academy
- Provided professional development workshops for critical soft skill information and tools to assist with individual career development

## Black Achievers Award

Honeywell supports The Black Achievers Society of Greater Kansas City which was founded in 1974 by Missouri Congressman Emanuel Cleaver. The society honors African Americans in business and awards scholarships. Honeywell employees Olivia Ighoyivwi and Lieutenant Darwin DuPree\* were honored as 2019 Black Achievers inductees.

Olivia began her Honeywell career in Program Management as a PP&C Analyst in 2012. In 2019 Olivia served as a Lean Specialist within Mission Assurance, where she was a leader, instructor and facilitator to create a culture that enables continuous improvement across the organization. Later in 2019, she accepted a Sr. Project Manager opportunity in our new Enterprise Information Management organization.

“When I found out I was one of the recipients, I was in shock because there are so many deserving employees at Honeywell,” Olivia said. “I’m humbled and it’s an honor I take seriously.”

Darwin, a Training Lieutenant for Protective Force, joined Honeywell in 2011. He provided initial, continuing and leadership training to the protective force officers, dispatchers and command staff ensuring effective execution of federal and institutional requirements. In addition, he provided ongoing active shooter training to employees and coordinated emergency life safety exercises.

On winning the Black Achiever award, Lt. DuPree said, “It’s very humbling. There were so many great employees across the organization, I am extremely honored to be a recipient.”

\*Lieutenant Darwin DuPree passed away in December 2019.



2019 Black Achievers Award Recipients



Robin Stubenhofer awarded the STEM Outreach Partner of the Year Award

## OUTREACH

### How we help

#### *Community Impact*

Honeywell's commitment to our communities is strong. Since 2017, we have invested nearly a million dollars annually to support critical programs and organizations supporting our key pillars of giving: Workforce Development, STEMM Education, Veterans & Military Families, Family Safety & Security, Diversity & Inclusion and Civic Engagement. These pillars are strategically aligned with our business goals and designed to engage our employees. In 2019, more than 600 employees dedicated over 8,000 hours of community service and STEMM outreach. We were proud to receive the 2019 Corporate Volunteer of the Year award from the Boys & Girls Clubs of Greater Kansas City. We also celebrated Robin Stubenhofer, vice president of engineering, who received the STEM Outreach Partner of the Year Award from the University of Missouri-Kansas City School of Computing and Engineering.

#### *Pillars of Giving*

#### Workforce Development

Honeywell is leading workforce development efforts in Kansas City to actively build a diverse pipeline of technical and engineering talent to support our mission. We're in middle and high schools, on college campuses, working with community partners and leveraging memberships with civic groups to support our workforce development efforts. These rewarding career opportunities can change lives and break the cycle of poverty many families in our community face. [View a full list of our 2019 workforce development partnerships.](#)

## Workforce Scholarships

Honeywell's scholarships are the heart of our community outreach program. Since 2017, we've awarded nearly 80 scholarships to deserving students to help them acquire the skills and education needed in today's workforce.

- *HOPE Scholarship:* The HOPE Scholarship is for students who plan to pursue technical careers in manufacturing or information technology. In 2019, 28 HOPE Scholarships were awarded to graduating seniors from urban high schools in Kansas City and Albuquerque. We also awarded 11 scholarships to rising seniors to provide a full year of mentorship and coaching before finishing high school. We celebrated the hiring of our first HOPE Scholar to Alexander Wren who is a 2018 graduate of Ruskin High School joining Honeywell full-time as a materials supplier. Dylan Hernandez, another HOPE Scholar, completed his second summer internship with Honeywell, with a commitment to return for a third straight summer in 2020.
- *Black Achievers Scholarship:* With the growing cost of college education, we recognized the need in our community to help high achieving minority students from low to modest income families pursue their college dreams. The BAS Engineering Partnership scholarship was modeled on the HOPE Scholarship, with a focus on African American students who are on a traditional path to a four-year degree in electrical, mechanical or computer engineering. The scholarship awards \$5,000 annually, renewable for four years for a total investment of \$20,000. In 2019, three students received BAS Scholarships.



## HOPE Scholarship

The first time Alexander Wren visited our campus, he set a goal to one day return as an employee. His dream came true on October 14, 2019 when he started his career with Honeywell as a materials supplier.

Alexander is the first HOPE Scholarship recipient to land a full-time job with Honeywell. The program put him on the fast-track to a rewarding career at the age of 20 with no college debt.

Alexander applied for and received a full scholarship to Metropolitan Community College. A few weeks later, he returned to tour the campus and started exploring potential career paths.

"I liked what I saw that day," Alexander said. "I didn't know if I would be 20 or 30 years old by the time I worked at Honeywell, but I was determined to be here."

Alexander will complete his associate's degree in computer science from Longview Community College in May 2020. His ultimate goal is to earn a bachelor's degree in electrical engineering at the University of Missouri-Kansas City. He plans to leverage Honeywell's education assistance program to advance his education.



## STEMM Education

Advancing science, technology, engineering and mathematics (STEM) education is a commitment and a passion. But we're taking it one step further, with the addition of a second M to highlight our dedication to inspiring the next generation of manufacturers. We've incorporated manufacturing in all of our STEMM outreach events to ignite a passion for production in young people. Whether it's an IGNITE STEMM event or a Girl Scouts Spark event, children are experiencing activities that engage them in the manufacturing process from design to creation to quality control. In 2019, we produced more than 20 STEMM outreach events benefiting thousands of young people.

- *Honeywell Leadership Challenge Academy (HLCA):* Honeywell helps students expand their horizons. We partner with U.S. Space and Rocket Center in Huntsville, Alabama to produce HLCA and the Honeywell Educators at Space Academy Program. This year, we provided scholarships to send 14 teachers from urban schools to summer camp, enabling them to bring back engaging STEMM curriculum and real-world lessons to inspire their students. A dozen children of Honeywell employees were selected for the HLCA program. [See full list of STEMM and Civic Engagement partnerships.](#)





## Hiring Our Heroes

Jade Hinman, a 23-year Army veteran, was Honeywell's first fellow from the Hiring our Heroes program. He retired at the rank of Lieutenant Colonel with 20 years of military service. As retirement neared, he and his wife decided they'd plant more permanent roots in the Midwest, and landed on Leavenworth, Kansas as their home.

"Once we were settled, I knew I needed to get my MBA and decide what I wanted to do," said Jade. "Manufacturing seemed like a fit, because I like to make stuff, along with processes, lean and six sigma."

While attending Washington University in St. Louis, Jade met an alumni who worked at Honeywell and thought he would be a great fit.

That relationship led to a 12-week fellowship with Honeywell at the KCNSC through Hiring Our Heroes.

"I think it is a tremendous opportunity for members of our military to have an opportunity to experience different opportunities and better understand what path they want to take as they transition out of the military," said Weston White, Sr. Manufacturing Manager.

A vast majority receive a job offer following their internship, including Jade. He now works as an Integrated Supply Chain project manager.

## Veterans and Military Families

With military veterans accounting for more than 13% of our workforce, and our national security mission, we have a strong connection with veterans and the military community. We partner with organizations like Camp Valor Outdoors and Warriors Ascent to support veterans who are recovering from the physical and mental impacts of their service to our country. We also support events at Whiteman Airforce Base, including the Wings Over Whiteman air show and the Independence Day Celebration for families at the base.

Honeywell is proud of a new partnership we developed in 2019 with Hiring Our Heroes, a program that helps members of the military successfully transition to civilian careers. The program gives Honeywell access to top military talent before they separate. This year we've hosted 7 participants of the program as fellows, with a 70% conversion rate to full-time hire. These new employees are also some of our biggest advocates, leveraging their network to recruit additional talent. Our support of the program includes sponsorship of the graduation ceremony for an entire cohort in partnership with the Greater Kansas City Chamber of Commerce. David "DJ" Johnson, vice president of Honeywell Federal Solutions and U.S. Air Force veteran, delivered the keynote speech at the event in April. [View a full list of our 2019 Veteran & Military partnerships.](#)



*Dr. Harold Brown at the Kansas City National Security Campus*



## Family Safety and Security

With safety and security a core value of Honeywell's operations in Kansas City and Albuquerque, family safety and security is a natural fit for one our pillars of giving. Each month a different department dedicates an afternoon at Harvesters packing BackSnacks for children who are food insecure. The Honeywell Home Makeover in partnership

with Christmas in October is another community impact activity cherished by employees. In 2019, more than 400 volunteers helped provide much needed repairs and improvements to 15 homes in Kansas City's urban core. One family, who had gone without warm water for a year, received a new hot water heater installed by Honeywell volunteers. At another home, a senior citizen received a brand new kitchen, after his home was overtaken by insects that invaded through a broken window, which was also replaced. [View other Family Safety & Security partnerships.](#)

## Diversity and Inclusion

Honeywell is dedicated to promoting diversity and inclusion efforts with employees and also in the community. We are proud supporters of Central Exchange, the leading professional development organization in the Midwest, dedicated to advancing women in the workplace. Our corporate support of the CX Leadership Lyceum provides funding

for 30 high performing and up-and-coming women leaders at Honeywell to spend a full day immersed in professional and personal development and networking with women across the community. We are proud sponsors of Project Equality and the Women of Color Leadership Conference. Honeywell also supports the Asian and Hispanic Chambers of Commerce, the Black Achieves Society and the Metropolitan Community Colleges Foundation MLK Jr. Day Luncheon. [View our full list of Diversity & Inclusion Partnerships.](#)

In June, we had the honor of welcoming Dr. Harold Brown, an original Tuskegee Airman, to our campus along with the RISE ABOVE Traveling Exhibit that tells the story of the Tuskegee Airmen Red Tail Squadron. Dr. Brown shared his remarkable story during a Town Hall event, recounting his vivid memories of his life. We also hosted a community-wide event at the historic 18th & Vine Jazz District for members of the community to experience.



## *New Mexico Community*

Community volunteerism is ingrained in the culture of Honeywell's New Mexico Operations. Their impact is felt throughout the Albuquerque community, earning them the honor of Albuquerque's 2019 Corporate Volunteer of the Year Award. In 2019, the team raised more than \$19,000 for Big Brothers Big Sisters (BBBS) of Central New Mexico's Bowl for Kids' Sake fundraiser, making them the top corporate fundraising team. They raised \$8,600 for the Making Strides Against Breast Cancer Walk. Support was also given to Paws & Stripes, a non-profit organization that trains shelter dogs to help wounded warriors, Walking to Defeat ALS in honor of a former employee who passed away in 2013 and many other initiatives. Honeywell served as presenting sponsor of BBBS of Central New Mexico Discovery Festival, where more than 3,000 local students were able to learn about careers in science, technology, engineering, arts and mathematical fields.

The team was recognized as Albuquerque's 2019 Corporate Volunteer of the Year.



## 2019 BY THE NUMBERS



**600** Employees Participated  
as Volunteers



**200** Coats Donated  
to Keep Kids Warm



**8K** Hours Volunteered for STEMM and  
Community Outreach



**28** HOPE Scholarships  
Awarded



**\$33.6K** Raised for  
Big Brothers Big Sisters



**490** Units of Blood Collected  
During Employee Blood Drives



**35K** BackSnacks Packed for Children in Need  
& **2.2K** Boxes of Food Packed for Seniors



**15** Homes Revitalized During  
Honeywell Home Makeover

# SMALL BUSINESS

## How we help *(con't)*

Honeywell encourages small, women-owned and minority-owned businesses to become suppliers and participate in technology transfer opportunities.

Honeywell's strategic plan for its Small Business Program focuses on metrics, outreach, supplier development and innovation. Small business performance is reviewed monthly by our customer and status is reported as part of the purchasing organization's metrics. In addition to our performance focus, buyers are encouraged to recognize outstanding small business suppliers in local and national award nomination channels.

Honeywell's small business subcontracting plan focuses on purchasing commitments with suppliers in six socio-economic categories. Our 2019 spend with small business exceeded all previous years.

### FY19 Highlights

Hosted KCNSC/Pantex/DOE HUBZone Open House

Hosted Industry Day

Received "Best Practice" for Small Business Initiatives from DOE Multi-Site Procurement Review Team



### FY19 performance percentages

SB Category	Goal	Result	Spend
Small Business	52.0%	56%	\$392M
Small Disadvantaged	5.5%	4.39%	\$30.7M
Women-owned	6%	7.89%	\$55.1M
HUB Zone	3%	2.72%	\$19M
Veteran-owned	5.5%	5.57%	\$39M
Service-Disabled Veteran-owned	3.75%	4.54%	\$31.8M
<b>TOTAL SPEND</b>			<b>\$699M</b>



2019 Industry Day

## Outreach

Honeywell participates in outreach in the Greater Kansas City and Albuquerque business communities. We are an active member of various local Chambers of Commerce, the Kansas City Procurement Round Table and led the Kansas City Procurement Round Table Supplier Diversity Committee.

In 2019, Honeywell employees supported 20 outreach events that included participation in 13 business matchmaking forums, four opportunities to exhibit and 16 supplier networking events. [See a full list of 2019 programs and events.](#)

## Supplier Development

A formal DOE Mentor-Protégé Agreement with McCormick Stevenson focused on Model Based Definition, Cyber Security and Business Development. The progress made by the supplier under Honeywell's coaching was outstanding.

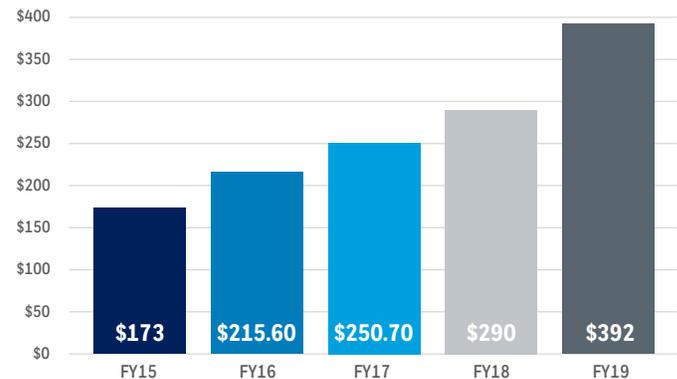
Honeywell hosted the first Industry Day in March 2019. The event involved production suppliers participating in networking with internal customers. Workshops were led by Honeywell subject matter experts and a day of presentations and feedback around the topic of supplier performance were given.

## Innovation

Honeywell partnered with CNS-Pantex and the DOE's Office of Small and Disadvantaged Business Utilization to host a HUBZone Supplier Open House in August 2019. HUBZone suppliers from a variety of industries participated in spotlighting their capabilities and networking with potential customers.

Honeywell developed an Outreach Effectiveness Measurement Tool designed to measure how many suppliers met through outreach and the Supplier Portal received purchase order awards.

Growth of Annual Spend with Small Business



### Minority Serving Institutions Partnership Program (MSIPP) Accomplishments

- KCNSC is supporting 4 consortiums- 3 in AM and 1 in Polymers
- 2019 Summer Internship program: Hired 2 Students -1 AAMU and 1 from LU/Virginia Tech
- Deployed 4 teams: 1 team to SUNO and 2 teams to LU Summer Enrichment Camps (middle and high school) and 5 SME's to TCU Summer Institute.
- Hosted 10 Summer Interns: 7 new and 3 returning
- First year MSIPP selected for the Tech Fellowship Program. Ashley Tramble (AAMU) is currently pursuing a Masters at the University of Florida.
- MSIPP sent a team to participate in the NTU ABET accreditation celebration. NTU is the first tribal college to receive this distinction.
- Coordinated 2 trips to TCU's to CCCC, TMCC, NTU and Dine College for the new NNSA MSIPP FPM.
- KCNSC Hosted NNSA MSIPP Team, David Cantry, Jenny Kline, and Dave Rue.
- Deployed 8 teams to Industry days at LU, UTEP, TSU, CCCC, FIU, UDC and NTU.
- Participated and sent LU and FIU to 3 local area high school application days at Center, Ruskin and Grandview.
- Hosted PRE-CAPP first visit to KCNSC.
- Sent a team to the 2019 Society of Chicanos and Native American Scientist (SACNAS) the largest national diversity conference in the USA.
- Sent Joint Advisors to UDC and NCAT.
- MSIPP has 3 SME's co-advising students pursuing advanced degrees at FIU, NCAT and UTEP.

#### Career Fairs:

- In spring 2019, MSIPP sent teams to PVAMU and SUBR resulting in 6 job offers and 3 accepts.
- In fall of 2019, MSIPP sent teams to NCAT, PVAMU, SUBR, UTEP, FIU, TSU and AAMU. We connected with over 850 students, conducted almost 200 interviews, resulting in 11 job offers with 7 accepts and 7 Intern offers with 5 accepts.

- Honeywell 2 full-time employees
- 14 fulltime employees from MSIPP scholars or discovered though a MSIPP career fair
- KCNSC has recruited 5 new MSIPP funded Interns for FY20 from NTU, UDC, and 3 from UTEP. Currently, KCNSC has 13 MSIPP forecasted for FY20 (8 returning and 5 new).

### Employee Resource Groups

- Hispanic Network Accomplishments
  - Honeywell employee, Randy Hamm awarded the I. Pat Rios Award for outstanding contribution to the Latino community of Greater Kansas City
  - Hosted multiple events for Hispanic Heritage month
  - Attended the Society of Hispanic Professional Engineers (SHPE) conference with an effort to hire 75 new employees and interns

- Veterans Group
  - Gained seat on Greater Kansas City Association of United States Army. Continued support to Army Birthday Ball
  - Gained Seat on Warrior Ascent leadership committee. Veterans and First Responders providing a path to healing with fellow Warriors
  - Developing relationship with Friends in Service of Heroes. Providing guidance, support, recognition and improving the health of our community
  - Continued support to Camp Valor Outdoors. Supported spring/fall banquets, fishing tournament and assisted with the first home of their Veterans' Village project
- Women's Council
  - Over 380 Members
  - Continued Coffee Talks
  - Continued Central Exchange Graduate Presentations
  - Through Central Exchange Online Presentations available
  - Partnering with Olathe Honeywell to assist in their Women's Council Start-up
- Young Professionals
  - Coordinated and promoted offsite networking events all around the Kansas City area
  - Participated in the genKC Sip with Stem roundtable event where Honeywell FM&T was represented by People COE Lead, Erik Timpson
- Honeywell Black Employee Network
  - Collaborated and provided benchmark for Honeywell Corporate ERGs
  - Coordinated Tuskegee Exhibit Display and NSBE Day at the KCNSC
  - Hosted "Breakfast Club" quarterly workshops focused on professional and personal development (finances, health and Bigger Game 2020 – Recalibrate & Refocus)
  - Recruited at the National and Regional National Society of Black Engineers Conferences

- Developed the Diversity University Relations Committee (DURC) in partnership with the Centers of Excellence focused on developing lasting relationships with universities to provide a stream of diverse talent

### Workforce Development Partnerships

- HOPE Scholarship
- Black Achievers Society Engineering Partnership Scholarship
- Big Brothers Big Sisters of Greater Kansas City
- Kansas City Kansas Community College Machine Technology Program
- Boys & Girls Clubs of Greater Kansas City
- PREPKC

### STEMM Partnerships

- FIRST Robotics
- FIRST Lego League
- KC STEM Alliance
- Science Bowl
- Big Brothers Big Sisters Discovery Festival
- Introduce a Girl to Engineering Day
- YMCA Young Achievers
- Urban Tec Brothers in Technology Conference
- Girl Scouts of NE Kansas and NW Missouri

### Civic Engagement Partnerships

- Civic Council
- Coats for Kids
- Grandview Chamber of Commerce
- Greater Kansas City Chamber of Commerce
- Kansas City Area Development Council
- Greater Kansas City Chamber of Commerce
- KC Tech Council
- Truman Good Neighbor Award
- Overland Park Chamber of Commerce

### Veterans & Military Families Partnerships

- Celebration at the Station
- Camp Valor Outdoors
- CAF Red Tail Exhibit
- Hiring Our Heroes
- 9/11 National Day of Service & Remembrance
- Paws & Strips
- KCAUSA

### Family Safety & Security Partnerships

- Charlie's House
- Christmas in October

### Diversity & Inclusion Partnerships

- Black Achievers Society
- Central Exchange
- Asian Chamber of Commerce
- Hispanic Chamber of Commerce
- Women of Color Leadership Conference
- Project Equality
- MCC Foundation

### Central Exchange/Emerging Leaders list

- Morgan Mayer – AME
- Anne Marie Kirby – Engineering
- Jackie Rankin – Engineering
- Mackenzie Rennolet – Engineering
- Yvonne Cha – Engineering
- Jennifer Klassen – Facilities
- Amanda Redetzke – Finance
- Negar Khalandi – GS
- Katie Medwid – GS
- Nicole McCallum – Human Resources
- Emily Richmeier – Manufacturing
- Jenny Metzger – Mission Assurance
- Rachelle Sorenson – PM

- Elizabeth (Ellie) Webb – PM
- April Treacy – PMO
- Michelle Oakes – PMO
- Candice Pendleton - Procurement
- Colleen Cruse – Quality
- Krista Seemann - Quality
- Sponsored the Women in STEMM (WiSTEMM) program which puts a spotlight on women in Kansas City working in the fields of science, technology, engineering, math and medicine
- Continued Emerging Leaders: a 12-month program devoted to developing future female leaders and in 2019, 19 women participated

### Outreach

- The Department of Energy's Small Business Forum & Expo in Pittsburgh
- The Department of Energy's New Mexico Small Business Expo
- New Mexico PTAC 1:1 Events
- HUBZone Open House at KCNSC
- Metropolitan Community College's 7th Annual Procurement Event
- Metropolitan Community College's Midwest Supplier Diversity Expo
- Metropolitan Community College's Veteran's Summit
- KC Chamber Small Business Small and Diverse Business Procurement Event
- KC Chamber Small Business Showcase
- KC Asian Chamber's Small and Diverse Business Procurement Event
- Greater KC Federal Executive Board SB Networking Events
- WBDC's 2019 Connect and Celebrate
- Thinking Bigger's 25 under 25 Gala Event
- 4 Corners PTAC: HUBZone and Small Business Conference
- 2019 Wyandotte County Supplier Expo
- SBA's Meet the CO Event for 8(a)'s in Kansas City
- SBA's Kansas Supplier Event in Wichita
- MPMSDC's Business Opportunity Exchange