

hfma™

arkansas chapter

FALL 2026 PAYOR & REIMBURSEMENT *Summit*

OCTOBER
28-29



Delta Hotels by Marriott West

**Little Rock
Arkansas**



www.arkansashfma.org

Arkansas HFMA Fall 2026 Payor & Reimbursement Summit

SCHEDULE AT A GLANCE

Wednesday, October 28, 2026

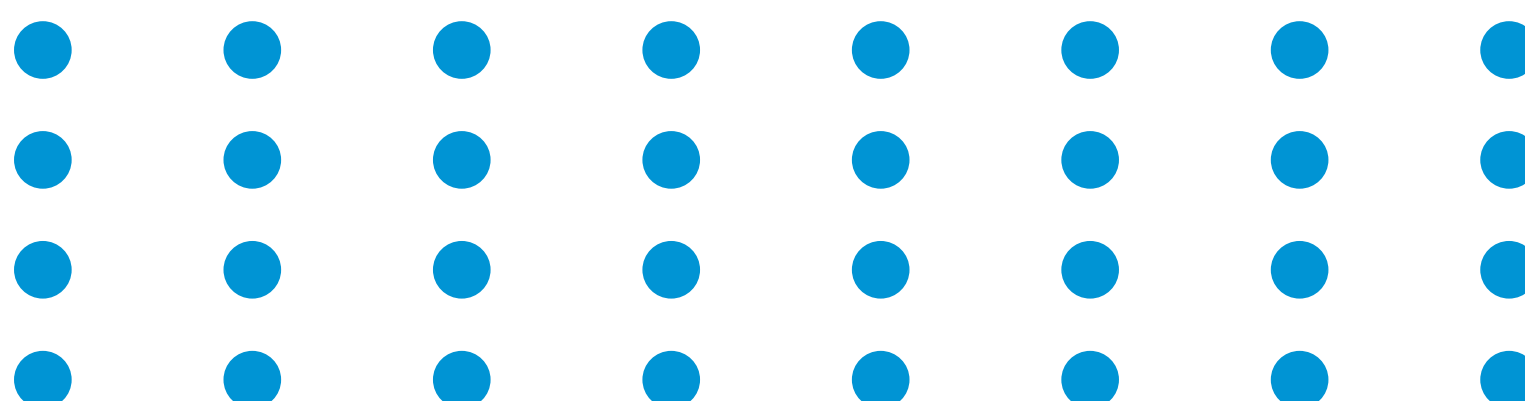
NOTE: All Times Listed in the Schedule are Central Standard Time.

TIME	EVENT	ROOM	TOPIC	SPEAKER	COURSE/CPE
5:30 pm – 6:30 pm	HFMA Board and Committee Chair Meeting – Top Golf Little Rock, AR				
6:30 pm – 8:30 pm	Networking Opportunities Sponsored by Corporate Sponsors – Top Golf Little Rock, AR				

Thursday, October 29, 2026

TIME	EVENT	ROOM	TOPIC	SPEAKER	COURSE/CPE
7:30 am – 8:00 am	Breakfast & Networking with Exhibitors & Participants – Arkansas Lakes Ballroom				
7:30 am – 5:00 pm	Registration - Arkansas Lakes Ballroom				
8:00 am – 8:15 am	Welcome & Announcements – Misty Prater, HFMA President – Arkansas Lakes Ballroom				
8:15 am – 9:30 am	General Session	Arkansas Lakes Ballroom	Panel Discussion – Payor Provider Divide	Terri Meier, Shawna Ives, Kristi King & Kattie Laney	FL2601 1.5 Credits CPE SK
9:30 am – 9:40 am	Break with Exhibitors - Arkansas Lakes Ballroom				
9:40 am – 10:55 am	General Session	Arkansas Lakes Ballroom	2027 Hospital Advocacy Outlook	Jodiane Tritt	FL2602 1.5 Credits CPE SK
10:55 am – 11:05 am	Break with Exhibitors - Arkansas Lakes Ballroom				
11:05 am – 12:20 pm	General Session	Arkansas Lakes Ballroom	The ABCBS Credentialing Hub	Christy Hockaday & Wendy Burroughs	FL2603 1.5 Credits CPE SK
12:20 pm – 1:20 pm	Lunch - Arkansas Lakes Ballroom				
1:20 pm – 2:10 pm	General Session	Arkansas Lakes Ballroom	Medicaid and Budget Bill Updates	Tabitha McNulty	FL2604 1.0 Credits CPE SK
2:10 pm – 2:20 pm	Break with Exhibitors - Arkansas Lakes Ballroom				
2:20 pm – 3:10 pm	General Session	Arkansas Lakes Ballroom	CJR-X: What to Know and How to Prepare	Walter Coleman	FL2605 1.0 Credits CPE SK
3:10 pm – 3:20 pm	Break with Exhibitors - Arkansas Lakes Ballroom				
3:20 pm – 4:35 pm	General Session	Arkansas Lakes Ballroom	FFY 2027 IPPS & CY 2027 OPPI Rule & Other Healthcare Regulatory Updates & Hot Topics	Veronika Kryzhanovska & Drew Harlin	FL2606 1.5 Credits CPE SK

SK - Specialized Knowledge



ARKANSAS CHAPTER HFMA

FALL 2026 PAYOR & REIMBURSEMENT SUMMIT

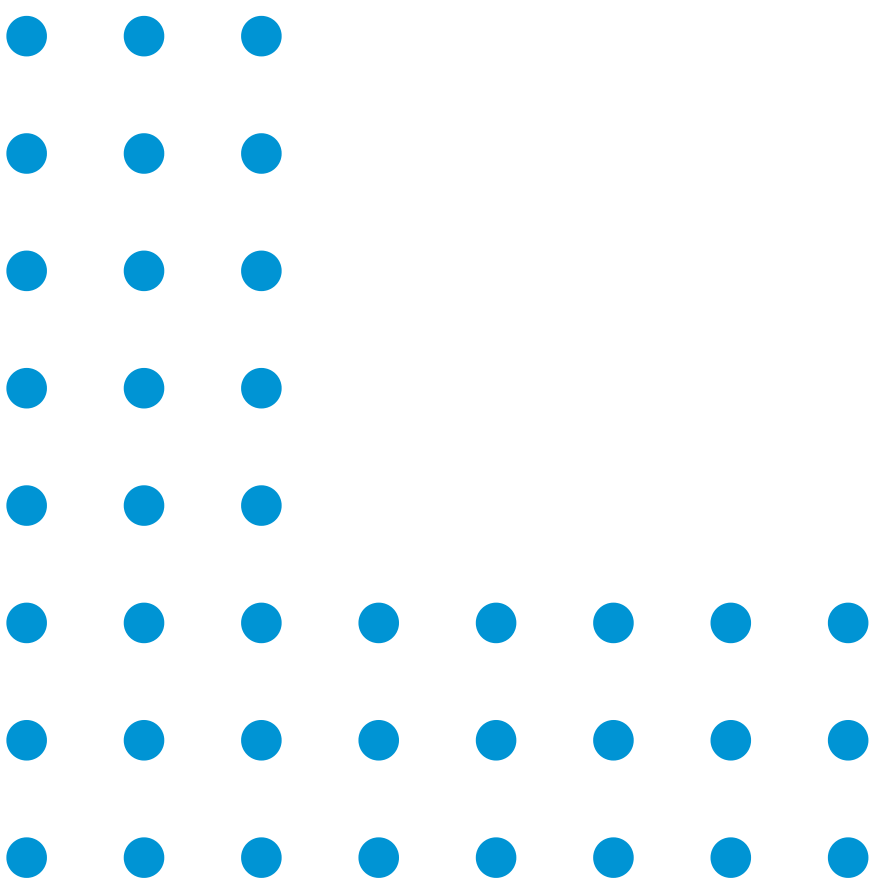


WEDNESDAY, OCTOBER 28, 2026

- 5:30 pm – 6:30 pm HFMA Board and Committee Chair Meeting
– Top Golf Little Rock, AR
- 6:30 pm – 8:30 pm Networking Opportunities Sponsored by Corporate
Sponsors – Top Golf Little Rock, AR

THURSDAY, OCTOBER 29, 2026

- 7:30 am – 8:00 am Breakfast with Exhibitors – Arkansas Lakes Ballroom
- 7:30 am – 5:00 pm Registration – Arkansas Lakes Ballroom
- 8:00 am – 8:15 am Welcome & Announcements – Misty Prater, HFMA President
– Arkansas Lakes Ballroom



THURSDAY, OCTOBER 29, 2026



8:15 – 9:30 am | General Session | Arkansas Lakes Ballroom

Panel Discussion – The Payor Provider Divide

**CPE Credits: 1.5 | CPE Type: Specialized Knowledge |
Level: Basic | Prerequisites: None | Course FL2601**

***Moderator – Terri Meier, CHFP, CRCR, LSSGB
Assistant Vice Chancellor Revenue Cycle, UAMS***

Panelists:

***Shawna Ives, CFO, White River Health
Kristi King, Director Revenue Cycle, Ozark Health
Kattie Laney, Director Revenue Cycle, Baxter Health***

Program Content:

This panel brings together revenue cycle leaders to examine the persistent communication breakdowns with payors that drive claim denials, delayed reimbursements, and administrative burden across the revenue cycle. Panelists will share their firsthand experiences navigating misaligned incentives, inconsistent policy interpretation, fragmented data exchange, and unclear authorization requirements from the provider side of the table. The discussion will explore practical strategies providers can use to strengthen communication, advocate for greater transparency, and push for more collaborative problem-solving with payor partners. Attendees will leave with actionable insights on reducing friction, improving claim accuracy, and building a more efficient, patient-centered revenue cycle — even amid an imperfect dialogue with payors.

Learning objectives:

- Understand various issues from the point of view of revenue cycle leaders that are affecting reimbursement in hospitals.
- Learn how Arkansas health systems are dealing with major issues in communication and reimbursement in area hospitals.

Speaker Bio:

Terri Meier currently serves as the Assistant Vice Chancellor Revenue Cycle for the University of Arkansas for Medical Sciences where she is responsible for overseeing and directing the overall functions of the UAMS revenue cycle, including the integration, strategic planning, and overall performance. She contributes to developing revenue cycle talent by instructing the Revenue Cycle Certificate Program for UC San Diego Extended Studies. She also facilitates the sharing of knowledge and best practices by serving as the CORE SBO (Shared Business Office) Best Practice Leader. Terri is an accomplished healthcare revenue cycle leader with over 47 years of experience in healthcare. Prior to UAMS, she served as a revenue cycle leader for organizations such as UC San Diego Health, Stanford Healthcare and Oregon Health & Science University. She holds a certification in Healthcare Financial Management from Oregon Graduate Institute, Certified Healthcare Financial Professional (CHFP), Certified Revenue Cycle Representative (CRCR) from HFMA, and LEAN Six Sigma Green belt. She has been an active member of HFMA for over 30 years and has served on the boards of multiple chapters.

Shawna Ives, CPA, is Executive Vice President and Chief Financial Officer of White River Health in Batesville, Arkansas. A University of Central Arkansas graduate and CPA since 2012, she came to healthcare finance through public accounting, where she audited White River Health for six years before joining the system in 2016 and being named CFO in 2019. At White River Health, Shawna has led work in labor management, cost accounting, budget development, financial reporting, revenue cycle redesign, and payer contracting. She is a member of HFMA, the AICPA, and the Arkansas Society of CPAs, and serves on the boards of the Northcentral Arkansas Development Council, Inc. and the UACCB Foundation. She was named to Arkansas Business's 40 Under 40 in 2021 and recognized in Arkansas Money & Politics' C-Suite in 2022.

Kristi King is an alumnus of Clinton High School. She graduated Magna Cum laud from Central Baptist College in Conway Arkansas with a Bachelor of Science in Organizational Management and has a Master’s in Healthcare Administration from Ohio University. Kristi is the Revenue Cycle Director at Ozark Health where she has been employed in some aspects of revenue cycle for 30 years. Kristi has been an HFMA member for at least 10 years. She is an active member of the community and is the current President of the Clinton Area Rotary Club. Kristi serves as the President of the Arkansas Society for Directors of Volunteer Services (ASDVS), a member of the Ozark Health Foundation Board, and actively contributes to multiple fundraising events throughout Van Buren County. Kristi has been married for eighteen years. In her free time, she likes to bake, travel with her mother and sister, and relax with her pets and a good book or movie.

Kattie Laney serves as the Director of Revenue Cycle for Baxter Health, providing strategic leadership across a complex and diverse healthcare revenue cycle environment. With over 20 years of experience across acute and critical access hospitals, home health and provider-based clinics, Kattie brings a comprehensive perspective to the financial and operational challenges facing healthcare organizations today. Her expertise includes revenue cycle strategy, denials management, payer and contract management, reimbursement optimization, revenue integrity, billing and collection operations, financial performance improvement and patient access. Kattie is focused on reducing revenue leakage, strengthening reimbursement, optimizing payer relationships, and driving sustainable operational results. As a Revenue Cycle Director, Kattie understands the critical connection of financial performance, operational excellence, effective leadership, and the patient experience. She is passionate about building high-performing teams, leveraging data-driven insights to inform strategic decision-making, and implementing innovative, sustainable strategies that drive measurable results and strengthen organizational performance. Kattie’s diverse healthcare experience provides her with a unique perspective on reimbursement complexities and payer dynamics. She is committed to advancing revenue cycle excellence and sharing practical, actionable insights that help healthcare leaders strengthen financial performance and navigate an increasingly complex healthcare environment.

THURSDAY, OCTOBER 29, 2026



9:40 – 10:55 am | General Session | Arkansas Lakes Ballroom

2027 Hospital Advocacy Outlook

**CPE Credits: 1.5 | CPE Type: Specialized Knowledge |
Level: Basic | Prerequisites: None | Course FL2602**

***Jodiane Tritt, Executive Vice President,
Arkansas Hospital Association***

Program Content:

This presentation will cover the fallout of the announcement that the ARHOME waiver will not be extended past December 31, 2026, as well as an hospital advocacy outlook for the 96th General Assembly that is scheduled to begin in January 2027.

Learning objectives:

- Identify alternatives to the 1115 waiver for Medicaid Expansion.
- Gain an understanding of planned advocacy efforts for hospitals in the 95th General Assembly.

Speaker Bio:

Jodiane Tritt joined the AHA executive team as Vice President of Government Relations in 2010 and, in 2018, took on the role of Executive Vice President of the association. Tritt represents the AHA in all state legislative and regulatory activities. Prior to joining the AHA staff, Tritt most recently served as Executive Director of the Center for Clinical and Translational Research (now known as the Translation Research Institute at the University of Arkansas for Medical Sciences). Prior to that position, she was Director of Community Support for the Arkansas Department of Health (ADH). In her work at ADH, she played an integral role in public health policy development and was responsible for the agency’s legislative agenda. Tritt is Past-President of the Arkansas Society of Association Executives, Past-President of the Arkansas Society of Professional Lobbyists, a member of the South Central Telehealth Resource Center Advisory Council, and on the Advisory Board of the University of Arkansas for Medical Sciences College of Public Health. She is also a past chair of the State Association of Government Relations Officials for the American Hospital Association. She is a graduate of Hendrix College and holds a JD from William H. Bowen School of Law.

THURSDAY, OCTOBER 29, 2026

11:05 am – 12:20 pm | General Session | Arkansas Lakes Ballroom

The ABCBS Credentialing Hub

**CPE Credits: 1.5 | CPE Type: Specialized Knowledge |
Level: Basic | Prerequisites: None | Course FL2603**

***Christy Hockaday, FACHE, Vice President of
Provider Network Innovation & Strategy***

***Wendy Burroughs, Manager Provider Network Operations
Arkansas Blue Cross and Blue Shield***

Program Content:

This session will explore the critical role provider credentialing plays in the broader revenue cycle, highlighting how accurate and timely credentialing directly impacts claims processing, reimbursement timelines, and overall financial health for healthcare organizations. Attendees will gain a clear understanding of why credentialing is not just an administrative formality, but a foundational step that determines whether providers can be paid for the care they deliver. The presentation will address common credentialing pitfalls that can lead to claim denials, payment delays, and compliance risks, and will offer practical strategies for avoiding these costly errors. Building on this foundation, the session will then transition into a hands-on walkthrough of the HUB, a new credentialing platform recently rolled out by Arkansas Blue Cross and Blue Shield. Presenters Christy Hockaday and Wendy Burroughs will guide attendees through the platform's key features and functionality, demonstrating how to properly submit, track, and manage provider credentialing applications within the system. Particular attention will be given to best practices for ensuring submissions are complete and accurate the first time, helping to reduce back-and-forth delays and speed up the overall credentialing process. Drawing on their combined decades of experience in healthcare administration and provider network operations, Christy and Wendy will offer real-world insight into how proper credentialing practices—paired with effective use of tools like the HUB—can strengthen the relationship between providers and payers while supporting better outcomes for the members they serve.

Learning objectives:

- Understand the importance of provider contracting and credentialing to the revenue cycle.
- How to properly use the HUB to ensure that all providers are expediently credentialed and decrease gaps in reimbursement.
- How to communicate with AR BCBS should any issues arise during the credentialing process.

Speaker Bio:

Christy Hockaday, FACHE is the Vice President of Provider Network Innovation & Strategy. She has over 20 years of experience in healthcare administration in Arkansas and Louisiana and joined Arkansas Blue Cross and Blue Shield as Vice President of Provider Innovation & Strategy in July 2020. Christy oversees initiatives to establish payment models, policy implementation, contracting, credentialing and collaborative relationships to achieve affordability and improve quality for Arkansas Blue Cross covered members and the providers who care for those members. Her healthcare management experience in Louisiana includes eight years with Franciscan Missionaries of Our Lady Health System, where she served as Chief Executive Officer of Assumption Community Hospital (an affiliate of Our Lady of the Lake Regional Medical Center in Baton Rouge), Administrator of Shared Services for collaborating partners for the Franciscan system and Administrator and Chief Operating Officer of the Heart Hospital of Lafayette. In Arkansas, she formerly served as Chief Executive Officer of CHI St. Vincent Morrilton and held key administrative positions with Conway Regional Health System and Sparks Health System (now Baptist Health) in Fort Smith. Christy earned a bachelor's degree from the University of Arkansas for Medical Sciences in Little Rock and a master's degree in health services administration from the University of Arkansas at Little Rock. She is a Fellow of the American College of Healthcare Executives®. She and her husband reside in Conway and enjoy traveling and spending time with family. She serves in her church in Conway in the worship music ministry, is on the Arkansas Symphony Board of Directors and the Arkansas Repertory Theatre Board of Directors.

Wendy Burroughs is an experienced healthcare operations leader with more than 20 years of service at Arkansas Blue Cross and Blue Shield. She currently serves as Provider Network Operations Manager, where she oversees the administration, development, and execution of provider network operations across the enterprise. Her responsibilities include provider credentialing standards, network terms and conditions, committee oversight, and ensuring applicable networks maintain URAC accreditation for credentialing and network management. Wendy's background includes hands-on experience as a supervisor, trainer, provider network specialist, customer service representative, nurse assistant, and emergency room technician. This blend of healthcare administration, provider operations, customer service, and clinical support experience gives her a strong understanding of both operational requirements and member/provider needs. She holds a PAHM certification through the Academy for Healthcare Management and has completed multiple leadership development programs, including the Leadership Series course and the Leadership Development Institute at Arkansas Blue Cross and Blue Shield.



1:20 – 2:10 pm | General Session | Arkansas Lakes Ballroom

Medicaid and Budget Bill Updates

**CPE Credits: 1.0 | CPE Type: Specialized Knowledge |
Level: Basic | Prerequisites: None | Course FL2604**

***Tabitha McNulty, DHS Deputy Director
for the Office of Substance Abuse and Mental Health
Arkansas Department of Human Services***

Program Content:

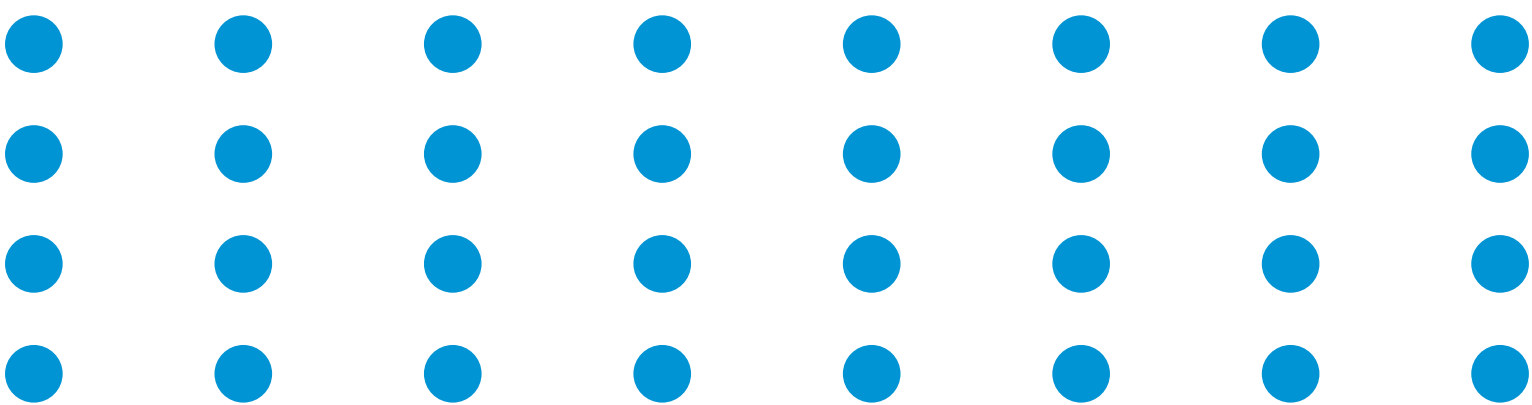
This presentation will provide a summary overview of Medicaid over the next year including discussion on rules, policy, and spending. It will also review additional impacts from the passage of the federal budget bill known as the One Big Beautiful Bill Act.

Learning objectives:

- Better understand the long-terms goals and directions of Medicaid in Arkansas.
- Detail the impacts of the federal budget bill on various Medicaid programs in the short- and long-term.

Speaker Bio:

Tabitha McNulty is a licensed attorney with over twenty years’ experience. Tabitha is the Deputy Director for DHS’s Office of Substance Abuse and Mental Health and oversees the PASSE program (Arkansas’s Medicaid Managed Care Program for the behavioral health and developmentally disabled populations), Medicaid Behavioral Health, and DHS’s Forensic program. Tabitha holds a Bachelor of Arts degree in Political Science with a minor in Communication from the University of Arkansas and is a licensed attorney. Tabitha has been married to her husband Kelly for over 20 years and has children, Max, Maggie, and Henry.



THURSDAY, OCTOBER 29, 2026



2:20 – 3:10 pm | General Session | Arkansas Lakes Ballroom

CJR–X: What to Know and How to Prepare

**CPE Credits: 1.0 | CPE Type: Specialized Knowledge |
Level: Basic | Prerequisites: None | Course FL2605**

***Walter Coleman, Director
Forvis Mazars***

Program Content:

CJR-X is a nationwide, mandatory bundled payment model that builds on the success of the original Comprehensive Care for Joint Replacement (CJR) program. The model would hold hospitals accountable for the cost and quality of hip, knee, and ankle replacement episodes—from the procedure through 90 days post-discharge—and would apply to both inpatient and outpatient settings. Beginning October 1, 2027, CJR-X is designed as a two-sided risk model and is expected to impact approximately 2,500 hospitals nationwide.

Expanding on CMS’s prior experience, CJR-X introduces broader episode inclusion, continued emphasis on quality performance, and increased financial accountability. With organizations expected to take on risk from day one, early preparation will be critical. Many providers will need to assess current performance, understand how their historical data translates to model success, and establish the operational and clinical infrastructure required to succeed under mandatory participation.

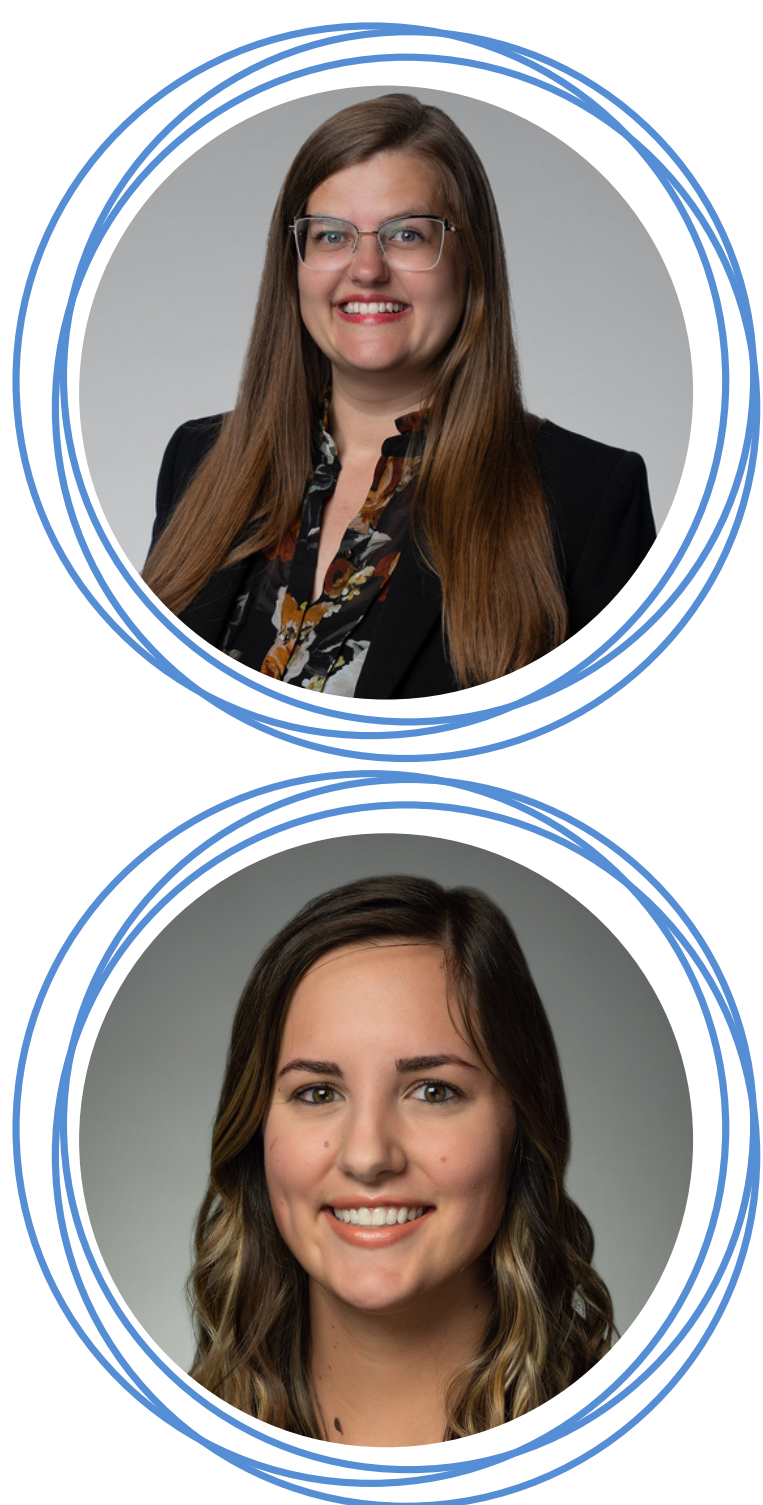
This session will provide a deeper look into the proposed CJR-X model, including key design elements, what current data suggests about performance readiness, and practical steps organizations can take now to prepare for this at-risk environment.

Learning objectives:

- Key design features of the CJR-X model, including scope, episode definition, and participation requirements.
- How CJR-X compares to both the original CJR model and TEAM, including key similarities and operational differences.
- Insights into current hospital performance on joint replacement episodes and how to assess readiness for two-sided risk.
- Critical success factors for managing cost, quality, and post-acute care utilization across the 90-day episode.
- Practical, near-term actions organizations can take to prepare for implementation, including clinical alignment, care redesign, and data infrastructure.

Speaker Bio:

Walter Coleman is a director in Forvis Mazars’ Healthcare Strategy and Finance group, focused on value-based care. Since joining the firm in 2014, Walter has worked with hundreds of hospitals on a variety of value-based care initiatives including episodic payments such as BPCI-A, CJR, and TEAM; population health; accountable care organizations and MSSP participation; clinically integrated networks; and mandatory hospital-based programs including value-based purchasing, hospital-acquired condition penalties, and the readmission reduction program. Prior to joining Forvis Mazars, he worked for Bon Secours Health System in Richmond, Virginia, as the finance manager of healthcare reform. Walter is a member of the Healthcare Financial Management Association. He is a graduate of University of Virginia, with a B.S. degree in Economics, and a graduate of College of William and Mary, with an M.B.A. degree.



3:20 – 4:35 pm | General Session | Arkansas Lakes Ballroom

FFY 2027 IPPS & CY 2027 OPPS Rule & Other Healthcare Regulatory Updates & Hot Topics

CPE Credits: 1.5 | CPE Type: Specialized Knowledge | Level: Basic | Prerequisites: None | Course FL2606

***Veronika Kryzhanovska, Director,
Drew Harlin, Senior Manager,
Forvis Mazars***

Program Content:

This presentation will identify, discuss and analyze changes in the IPPS and OPPS regulatory policy along with strategies and various other healthcare hot topics.

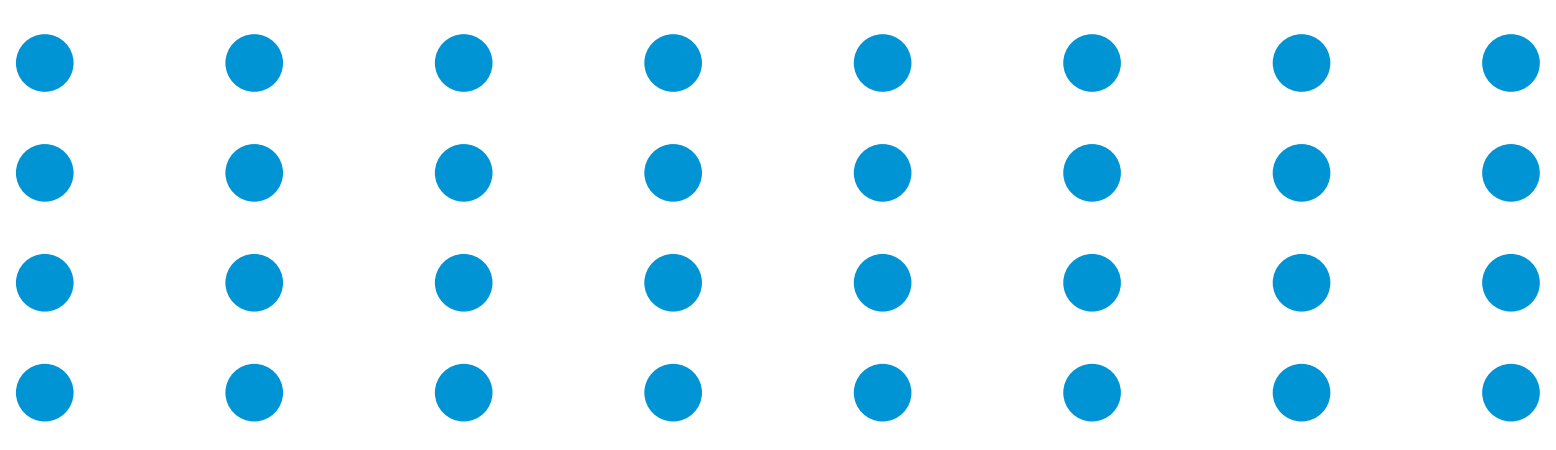
Learning objectives:

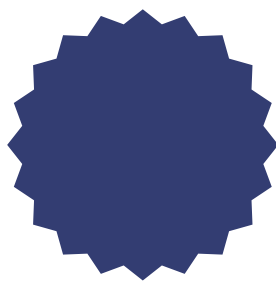
- Evaluate recently issued policy changes related to healthcare reimbursement and the healthcare regulatory environment.
- Identify strategies and recommend actions to their organizations to prepare for upcoming regulatory changes.

Speaker Bio:

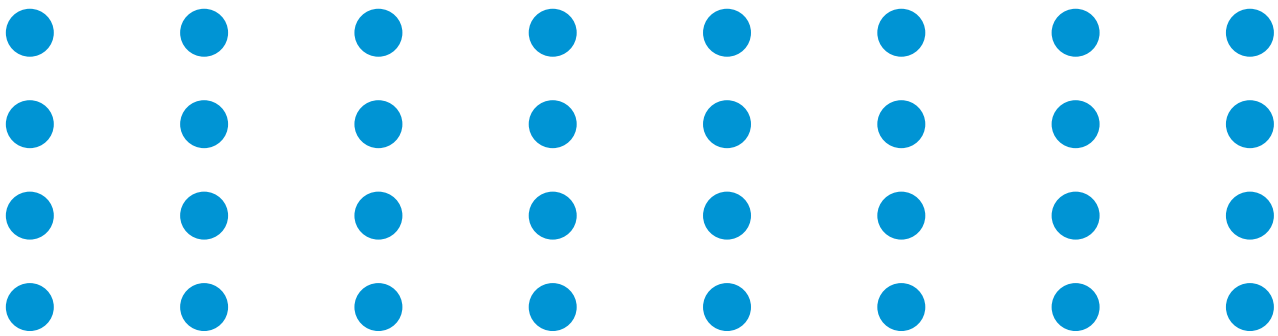
Veronika Kryzhanovska is a member of the Forvis Mazars Arkansas Healthcare Practice with 15 years of experience providing audit and reimbursement services to healthcare clients. Her experience includes managing audit engagements, reviewing cost reports, and performing other consulting services. She is a member of the American Institute of CPAs, Arkansas Society of Certified Public Accountants, and Healthcare Financial Management Association.

Drew Harlin specializes in providing reimbursement services to Arkansas healthcare providers including hospitals, health systems, community health centers and long-term care facilities. Her experience includes managing outsourced reimbursement engagements, preparing cost reports, and other consulting projects. She is a member of the American Institute of CPAs, Arkansas Society of Certified Public Accountants, and Healthcare Financial Management Association.





REGISTRATION



REGISTER TODAY ONLINE AT WWW.ARKANSASHFMA.ORG

[click here for registration link](#)

REGISTRATION TYPE	EARLY FEE UNTIL OCTOBER 23	OCTOBER 23 OR LATER
Full Conference Registration.....	\$250.00.....	\$275.00
ARHFMA Member & ARHFMA Sponsor	\$125.00.....	\$150.00
ARHFMA Past President.....	\$ 75.00.....	\$100.00

ARHFMA Sponsors using complimentary registrations will be issued a discount code to register

REFUNDS & CANCELLATIONS

If cancellations are received after October 23, 2026, the registration fee is not refundable. Registrants who do not cancel or fail to attend must pay the entire fee. Substitutions, however, are permitted. Registration cancellations must be emailed. Phone and voicemail are not valid forms of communication for cancellations and refunds. For more information regarding administrative policies such as complaint and refund, please contact :

Tami Hill
501-231-0200 or arhfma@arkansashfma.org.

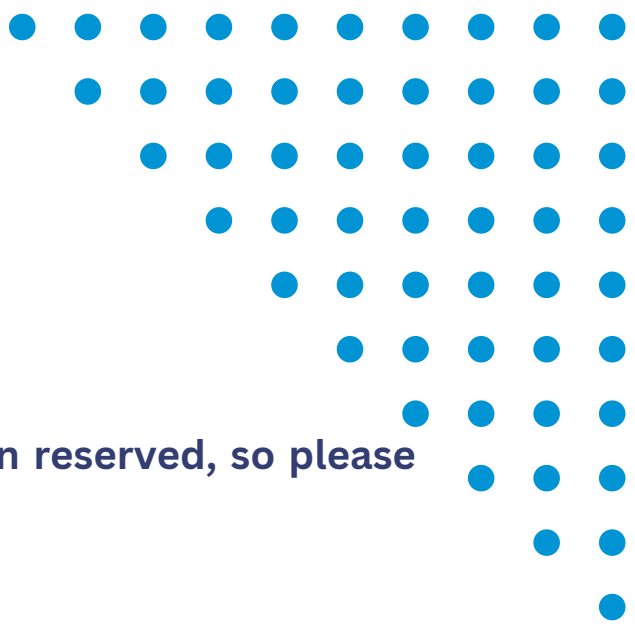
DISCOUNTS

Multiple Registrations from Same Organization:

- 1st & 2nd entire meeting attendee – full price
- 3rd & 4th entire meeting attendee – 50% off
- 5th & over entire meeting attendee – 75% off

Please contact:
Tami Hill at arhfma@arkansashfma.org or 501-231-0200 if you want to do multiple registration discounts and you will be issued a discount code to register.

Please make checks payable to: HFMA Arkansas Chapter and mail to:
HFMA Arkansas Chapter | ATTN: Tami J. Hill, Registrar | 419 Natural Resources Drive | Little Rock, AR 72205



HOTEL RESERVATIONS

Please make your own reservations with Delta Hotel by Marriott West Little Rock (501-223-3000). A block of rooms has been reserved, so please mention that you are with Arkansas HFMA or online at

[Book your group rate for AR HFMA Fall Conference 2026](#)

to receive the rate of \$99 for a double queen & \$99 for king room. Delta Hotel by Marriott West Little Rock will accept reservations until Wednesday, October 15, 2026. After this date reservations will be taken on a space & rate available basis. Please make your reservations as soon as possible.

EDUCATIONAL CREDITS

Health Care Financial Management Association-Arkansas Chapter is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: www.NASBAregistry.org

Prerequisites and advance preparation are not required unless otherwise indicated.
Depending on the track the participant attends, a maximum of 8 CPE credits is available.
All courses are instruction method GROUP LIVE.

All sessions will incorporate an element of participant engagement, and there will be time for questions after each session.

CPE Type is classified based on NASBA definitions. The AR State Board of Public Accountancy requires license holders to complete a minimum number of hours in certain subject areas. The chapter has determined that the following CPE types fall within these subject areas: Accounting, Accounting (Governmental), Auditing, Auditing (Governmental), Regulatory Ethics, Behavioral Ethics & Taxes

CPE SIGN-IN AND CERTIFICATES

To receive CPE credits, you must sign in for each individual session you attend. Sign-in registers are provided for those individuals who sign and check that they need a CPE certificate. Sign-in registers will be located in each session room. If your name is not printed on the register, be sure to print your name legibly on the one of the blank lines at the end and sign next to your name. CPE Certificates will be emailed to each participant following the meeting. Keep a copy of this program along with your certificate for your records.

SPEAKER PRESENTATION HANDOUTS

Handouts will be made available electronically 3 days prior to the meeting. All attendees will receive an email notifying them that the handouts are available on the Arkansas HFMA website at arkansashfma.org so you can bring to the meeting if you choose.

REGISTRATION DISCOUNTS

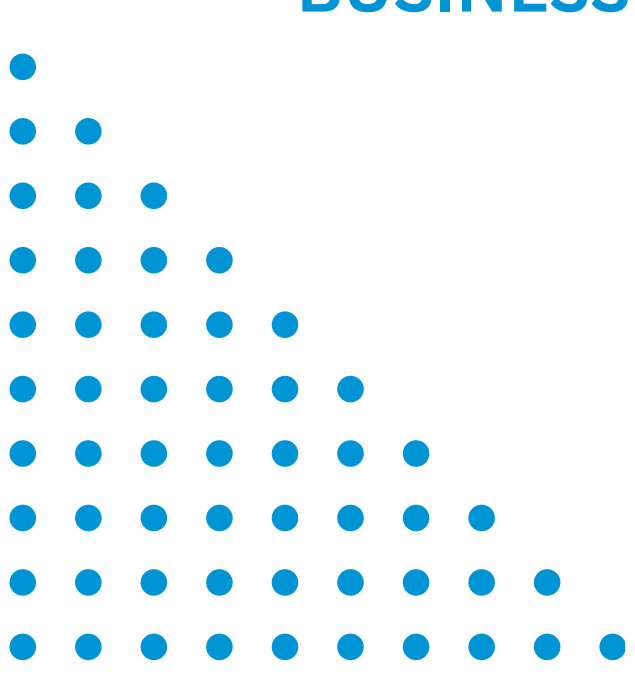
Multiple registrations from the same organization are eligible for a discount. The 1st and 2nd entire meeting registrants pay full price, then the 3rd and 4th registrants pay 50% of the registration fee and the 5th and any additional registrants pay 25% of the registration fee. Multiple registrants must register at the same time to ensure they receive the discounts.

Any Past President of the Arkansas Chapter will be a discounted registration fee of \$75. This is being done both as a thank you for your tremendous efforts in past service to the Chapter and to encourage your continued attendance to meetings. If you are registering as part of a multi-attendee entity the discount will be applied to the last person registered.

PARKING/SHUTTLE FOR THIS EVENT

There is self-parking available.

BUSINESS CASUAL DRESS IS APPROPRIATE FOR THE MEETINGS & EVENTS.



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