

JONATHAN NICHOLAS BUNDY

Assistant Professor
Department of Management
W. P. Carey School of Business
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Education

Doctor of Philosophy – Terry College of Business, University of Georgia. 2014.
-Major: Strategic Management/Organization Theory
-Minor: Organizational Behavior

Master of Business Administration – Anderson School of Management, University of New Mexico. 2009.
-Major: Finance
-Major: Public Policy & Planning

Bachelor of Arts – University of New Mexico. 2004.
-Major: Political Science, *Summa Cum Laude*
-Minor: Management

Academic Employment

2016-Present – Assistant Professor, W. P. Carey School of Business, Arizona State University
2014-2016 – Assistant Professor, Smeal College of Business, The Pennsylvania State University

Research Interests

Broadly, my research takes a behavioral approach to strategic management and focuses on the social and cognitive forces that shape organizational outcomes and behavior. I am specifically interested in four related areas: (i) reputation and other social evaluations, (ii) crisis and impression management, (iii) stakeholder management, and (iv) corporate governance.

Refereed Publications

König, A., Graf-Vlachy, L., Bundy, J., & Little, L. 2018. A blessing and a curse: How CEOs' empathy affects their management of organizational crises. *Academy of Management Review*, forthcoming.

Baer, M. D., Bundy, J., Garud, N., & Kim, J. K. 2018. The benefits and burdens of organizational reputation for employee well-being: A conservation of resources approach. *Personnel Psychology*, forthcoming.

- All authors contributed equally and are listed alphabetically

- Lovelace, J. B., Bundy, J., Hambrick, D. C., & Pollock, T. G. 2018. The shackles of CEO celebrity: Sociocognitive and behavioral role constraints on “star” leaders. *Academy of Management Review*, 43: 419-444.
- Bundy, J., Vogel, R. M., & Zachary, M. A. 2018. Organization-stakeholder fit: A dynamic theory of cooperation, compromise, and conflict between an organization and its stakeholders. *Strategic Management Journal*, 39: 476-501.
- All authors contributed equally and are listed alphabetically
- Bundy, J., Pfarrer, M. D., Short, C. E., & Coombs, W. T. 2017. Crises and crisis management: Integration, interpretation, and research development. *Journal of Management*, 43: 1661-1692.
- Bundy, J., & Pfarrer, M. D. 2015. A burden of responsibility: The role of social approval at the onset of a crisis. *Academy of Management Review*, 40: 345-369.
- Graffin, S. D., Bundy, J., Porac, J. F., Wade, J. B., & Quinn, D. P. 2013. Falls from grace and the hazards of high status: The 2009 British MP expense scandal and its impact on Parliamentary elites. *Administrative Science Quarterly*, 58: 313-345.
- Best Paper Award, Oxford University Centre for Corporate Reputation, 2014
 - Best Paper Award, Academy of Management – OMT Division, 2012
- Bundy, J., Shropshire, C., & Buchholtz, A. K. 2013. Strategic cognition and issue salience: Towards an explanation of firm responsiveness to stakeholder concerns. *Academy of Management Review*, 38: 352-376.
- Logsdon, J. M., & Bundy, J. 2010. *Good business creates good business: Southwest Creations Collaborative*, cases A & B. *Case Research Journal*, 30: 53-75.

Manuscripts Under Review

- Bundy, J., & Pfarrer, M. D. (under review). [Reputation repair]. *Strategic Management Journal*.
- Gamache, D., Neville, F., Bundy, J., & Short, C. E. (revise-and-resubmit). [Regulatory focus and stakeholders]. *Strategic Management Journal*.
- Graf-Vlachy, L., Bundy, J., & Hambrick, D. (revise-and-resubmit). [CEO cognitive complexity]. *Organization Science*.
- Graffin, S. D., Campbell, R., Oliver, A., & Bundy, J. (revise-and-resubmit). [Organizational media coverage]. *Organization Science*.
- Pfarrer, M. D., Bundy, J., Muller, A. R., & Wheeler, A. R. (under review). [Crisis narratives]. *Organization Science*.
- Schnackenberg, A., Bundy, J., Coen, C., & Westphal, J. (revise-and-resubmit). [Symbolic management]. *Academy of Management Annals*.

Selected Works in Progress

Bundy, J., Hubbard, T., Graffin, S. D., & Christensen, D. To the extreme: CEO political orientation and extreme corporate and career outcomes.

Bundy, J., Lange, D., & Park, E. The social nature of stakeholder utility perceptions.

Bundy, J., Lovelace, J., Pollock, T., & Hambrick, D. Antecedents to CEO Celebrity.

Busenbark, J. R., Chin, M. K., Bundy, J. In keeping with the system: Board of directors' political ideologies and CEO selection.

Hannigan, T., Bundy, J., Wade, J. B., Porac, J. F., & Graffin, S. D. The social construction of scandal: The role of the media in the 2009 British Parliamentary expense affair.

Jeon, C., Shen, W., & Bundy, J. Responsiveness to status change and corporate acquisitions.

Shropshire, C. & Bundy, J. Majority rules: Shareholder activism and board of director elections.

Zavyalova, A., Bundy, J., & Humphrey, S. A relational theory of organizational reputation.

Book Chapters, Cases, & Related Publications

Lange, D., & Bundy, J. 2018. The association between ethics and stakeholder theory. In S. Dorobantu, R. Aguilera, J. Luo, & F. Milliken (Eds.), *Advances in Strategic Management (Volume 38)*: 367-389. Bingley, UK: Emerald.

Bundy, J. Considering a behavioral view of stakeholders. In J. B. Barney, R. E. Freeman, J. S. Harrison, & R. A. Phillips (Eds.), *Handbook of Stakeholder Theory*. Cambridge, UK: Cambridge University Press. Forthcoming.

Deephouse, D. L., Bundy, J., Tost, L. P., & Suchman, M. C. 2017. Organizational legitimacy: Six key questions. In R. Greenwood, C. Oliver, T. Lawrence, & R. Meyer (Eds.), *The SAGE Handbook of Organizational Institutionalism (2nd ed.)*: 27-54. Thousand Oaks, CA: Sage.

Bundy, J. 2016. Multiple reputations. In C. E. Carroll (Ed.), *SAGE Encyclopedia of Corporate Reputation*: 468-470. Thousand Oaks, CA: Sage.

Bundy, J. 2018. New Belgium Brewing: Defining a business on sustainability. In A. B. Carroll, J. Brown, & A. K. Buchholtz (Authors), *Business & Society: Ethics, Sustainability, and Stakeholder Management, 10th Edition*: 718-721. Mason, OH: Cengage Publishing.

- Also featured in 8th and 9th editions.

Conference Paper Presentations (Proceedings marked with *)

Zachary, M., Bundy, J., Hayes, N., & Payne, G. T. 2018. Organizational identity change and stakeholder influence: The role of power in shaping “who we are.” Strategic Management Society Annual Meeting. Paris, France.

Lovelace, J., Bundy, J., Pollock, T., & Hambrick, D. 2018. The push and pull of attaining CEO celebrity. Strategic Management Society Annual Meeting. Paris, France.

- Nominated for overall conference Best Paper Award

- *Bundy, J., Lange, D., & Park, E. 2018. The social nature of stakeholder utility perceptions. Annual Meeting of the Academy of Management. Chicago, IL.
- Jeon, C., Shen, W., & Bundy, J. 2018. Responsiveness to status change and corporate acquisitions. Annual Meeting of the Academy of Management. Chicago, IL.
- Graf-Vlachy, L., Bundy, J., & Hambrick, D. C. 2017. The conditions of cognitive complexity: How performance pressures induce simple thinking in CEOs. Annual Meeting of the Academy of Management. Atlanta, GA.
- Baer, M. D., Bundy, J., Garud, N., & Kim, J. K. 2017. Two sides to every coin: The benefits and burdens of organizational reputation on employees. Annual Meeting of the Academy of Management. Atlanta, GA.
- Also presented at the 2018 Oxford University Centre for Corporate Reputation Annual Symposium. Oxford, UK.
- Neville, F., Gamache, D., Bundy, J., & Short, C. E. 2016. Serving differently: CEO regulatory focus and firm social strategy. Strategic Management Society Annual Meeting. Berlin, Germany.
- Best Paper Award, Strategic Leadership & Governance Interest Group
 - Nominated for overall conference Best Paper Award
 - Also presented at the 2017 Annual Meeting of the Academy of Management. Atlanta, GA.
- Graffin, S. D., Campbell, R., Oliver, A., & Bundy, J. 2016. Who (and what) shapes the news? The determinants of organizational media content. Annual Meeting of the Academy of Management. Anaheim, CA.
- Also presented at the 2016 Oxford University Centre for Corporate Reputation Annual Symposium. Oxford, UK.
 - Also presented at the 2017 Strategic Management Society Annual Meeting. Houston, TX.
- Lovelace, J., Bundy, J., Hambrick, D., & Pollock, T. 2016. The shackles of CEO celebrity: A type-based theory. Annual Meeting of the Academy of Management. Anaheim, CA.
- Bundy, J., Vogel, R., & Zachary, M. 2015. Stakeholder fit: A theory of reciprocal value creation between an organization and its stakeholders. Strategic Management Society Annual Meeting. Denver, CO.
- Nominated for overall conference Best Paper Award
- Zavyalova, A., & Bundy, J. 2015. Organizational (dis)identification, reputation, and stakeholders' reactions to negative events. Strategic Management Society Annual Meeting. Denver, CO.
- Also presented at the 2015 Oxford University Centre for Corporate Reputation Annual Symposium. Oxford, UK.
 - Also presented at the 2016 Annual Meeting of the Academy of Management. Anaheim, CA.
- Bundy, J. 2015. Reputations in flux: Examining how a firm's multiple reputations influence reactions to a negative violation. Annual Meeting of the Academy of Management. Vancouver, BC.
- Also presented at the 2013 Oxford University Centre for Corporate Reputation Annual Symposium. Oxford, UK.

*Hannigan, T., Bundy, J., Graffin, S. D., Wade, J. B., & Porac, J. F. 2015. The social construction of scandal: The role of the media in the 2009 British Parliamentary expense affair. Annual Meeting of the Academy of Management. Vancouver, BC.

Quigley, T. J., & Bundy, J. 2014. Upper echelons as a link between corporate social responsibility and positive financial performance. Annual Meeting of the Academy of Management. Philadelphia, PA.

Shropshire, C., Bundy, J., & Buchholtz, A. K. 2013. Interrupting a governance dilemma: Shareholder voting and its effects on monitoring and compensation. Strategic Management Society Annual Meeting. Atlanta, GA.

- Also presented at the 2016 Annual Meeting of the International Association of Business and Society. Park City, UT.

*Graffin, S., Bundy, J., Porac, J., Wade, J., & Quinn, D. 2012. Negative returns to status: The 2009 expense scandal and its impact on Parliamentary elites. Annual Meeting of the Academy of Management. Boston, MA.

- Best Paper Award, OMT Division

Bundy, J., & Pfarrer, M. D. 2012. Accounting for approval: Organizational response strategies to a crisis. Annual Meeting of the Academy of Management. Boston, MA.

- Also presented at the 2013 Mid-Atlantic Strategy Colloquium Ph.D. Workshop. Blacksburg, VA.
- Also presented at the 2013 Atlanta Competitive Advantage Conference Ph.D. Workshop. Atlanta, GA.

*Bundy, J., & Pfarrer, M. D. 2012. The persistence of defensive firm response strategies to crises. Annual Meeting of the International Association of Business and Society. Asheville, NC.

Bundy, J., Pfarrer, M. D., & Hill, M. 2011. Engaging corporate stakeholders: The effects of corporate response strategies on stakeholder perceptions of corporate wrongdoing. Strategic Management Society Annual Meeting. Miami, FL.

Bundy, J., & Shropshire, C. 2011. Symbolic signaling and majority vote adoption for boards of directors. Annual Meeting of the Academy of Management. San Antonio, TX.

Bundy, J., & Shropshire, C. 2011. Issue salience and firm responsiveness to shareholder activism. Annual Meeting of the Academy of Management. San Antonio, TX.

*Logsdon, J. M., & Bundy, J. 2009. Southwest Creations Collaborative case A (1994-2005) & case B (2005-2008). North American Case Research Association. Santa Cruz, CA.

Conference Symposia & Workshops

Bundy, J. 2018. Organizational reputation and employees: Benefits and burdens. In D. Deephouse, S. Graffin, & M. Pfarrer (Organizers), *PK3: The return of the Pecha Kucha on social evaluations*. Professional development workshop at the Annual Meeting of the Academy of Management. Chicago, IL.

- Bundy, J. 2018. Panelist in J.H. Han & Y. Seo (Organizers), *What's next? An alternative and creative look at measuring social evaluations*. Showcase Symposium at the Annual Meeting of the Academy of Management. Chicago, IL.
- Bundy, J. 2018. Facilitator. In N. Den Nieuwenboer, M. Mitchell & L. Trevino (Organizers), *Behavioral ethics research: A third annual Pecha Kucha springboard and networking session*. Professional development workshop at the Annual Meeting of the Academy of Management, Chicago, IL.
- Bundy, J. (Organizer). 2017. *Stakeholder theory at the intersections*. Paper symposium at the Strategic Management Society Annual Meeting. Houston, TX.
- Bundy, J. 2017. Micro-processes in the upper echelons: Social perceptions and CEOs. In Dwivedi, P., Lovelace, J., Zyung, J. D. (Organizers), *Micro-processes in the upper echelons: A dialogue between micro-scholars and macro-scholars*. Professional development workshop at the Annual Meeting of the Academy of Management. Atlanta, GA.
- Bundy, J. 2017. Panelist in Lee, E. Y., Short, C. E., & Oliver, A. G. (Organizers), *AIMing to impress: Anticipatory impression management and the organization*. Panel symposium at the Annual Meeting of the Academy of Management. Atlanta, GA.
- Bundy, J. 2015. Debate Participant. *Closing session*. Oxford University Centre for Corporate Reputation Annual Symposium. Oxford, UK.
- Bundy, J. 2015-2016; 2018. Facilitator. *Professional Development Workshop*. Oxford University Centre for Corporate Reputation Annual Symposium. Oxford, UK.
- Gupta, A., & Bundy, J. (Organizers). 2015. *Political ideology and organizations*. Paper symposium at the Annual Meeting of the Academy of Management. Vancouver, BC.
- Bundy, J. 2015. Multiple musings on multiple reputations. In D. Deephouse, S. Graffin, & M. Pfarrer (Organizers), *Who's next? The second Pecha Kucha about social evaluations*. Professional development workshop at the Annual Meeting of the Academy of Management. Vancouver, BC.
- Bundy, J. 2014. Media vs. scandal: A two-way relationship. In M. Clemente, R. Durand, & J. Porac (Organizers), *Scandal processes: Untapped opportunities for organizational research*. Professional development workshop at the Annual Meeting of the Academy of Management. Philadelphia, PA.
- Bundy, J. 2014. Majority rules for director elections: Strengthening shareholder voice and board identification with shareholders. In M. Goranova & L. V. Ryan (Organizers), *Shareholder empowerment*. Professional development workshop at the Annual Meeting of the Academy of Management. Philadelphia, PA.
- Bundy, J. 2014. Panelist in *Symbolic management in the 21st Century*. A. Schnackenberg & C. Coen (Organizers). Panel symposium at the Annual Meeting of the Academy of Management. Philadelphia, PA.
- Hannigan, T., Porac, J., Bundy, J., Graffin, S., & Wade, J. 2014. Scandal semantics: Using text analysis to uncover contaminating and purifying media narratives during the 2009 British MP expense scandal. In I. Katic (Organizer), *The power of words in big data: Ngrams, meta-text corpora, and*

computer-automated text analysis. Symposium at the Annual Meeting of the Academy of Management. Philadelphia, PA.

- Bundy, J. 2014-2018. Facilitator. In M. Meyskens & M. Pfarrer (Organizers), *Content analysis in organizational research: Techniques and applications*. Professional development workshop at the Annual Meeting of the Academy of Management.
- Bundy, J. 2014. What to expect on the job market. In *Doctoral students and new faculty workshop*. Mid-Atlantic Strategy Colloquium. Knoxville, TN.
- Bundy, J., & Reger, R. (Organizers). 2013. *Content analysis as an empirical research tool II*. Professional development institute workshop at the Southern Management Association Annual Meeting. New Orleans, LA.
- Guerber, A., Bundy, J., Pfarrer, M., & Anand, V. (Organizers). 2013. *Multi-theoretical perspectives in crisis management*. Panel symposium at the Annual Meeting of the Academy of Management. Orlando, FL.
- Bundy, J. 2013. Developing and validating firm reputation measures using content analysis. In M. Meyskens & M. Pfarrer (Organizers), *Content analysis in organizational research: Techniques and applications*. Professional development workshop at the Annual Meeting of the Academy of Management. Orlando, FL.
- Bundy, J. 2012. Human coding and inter-rater reliability in content analysis. In R. Reger & M. Pfarrer (Organizers), *Content analysis as an empirical research tool*. Professional development institute workshop at the Southern Management Association Annual Meeting. Ft. Lauderdale, FL.
- Bundy, J. 2012. The duality of social approval: Buffer, lightning rod, or both? In D. Deephouse (Organizer), *A Pecha Kucha about social evaluations*. Professional development workshop at the Annual Meeting of the Academy of Management. Boston, MA.

Invited Presentations

- Cox Communications, 2018
- University of Passau (Germany), 2016
- West Virginia University, 2016

Honors, Grants, and Awards

- Summer Research Grant (\$10,000) – ASU M&E Department, 2018
- Best Paper Award, Strategic Management Society – Strategic Leadership & Governance Interest Group, 2016
- Best Reviewer Award, Strategic Management Society – Stakeholder Strategy Interest Group, 2016
- 2nd Place, W. P. Carey's Got Talent - Lip Sync Battle, 2016
- Award for Best Dissertation, Oxford University Centre for Corporate Reputation, 2015
- Developmental Reviewer of the Year Award, *Academy of Management Review*, 2015
- Best Reviewer Award, *Academy of Management Review*, 2015-2017
- Best Reviewer Award, Strategic Management Society – Behavioral Strategy Interest Group, 2015; 2017

- Award for Best Published Paper, Oxford University Centre for Corporate Reputation, 2014
- Outstanding Reviewer Designation, Southern Management Association, 2013
- Best Paper Award, Academy of Management – OMT Division, 2012
- Outstanding Reviewer Award, Academy of Management – OMT Division, 2011; 2018
- Outstanding Reviewer Award, Academy of Management – SIM Division, 2011
- Aspen Institute *Beyond Grey Pinstripes* Scoring Fellow, 2011
- International Ph.D. Student Competition Finalist, University of South Australia, 2011
- Outstanding Newcomer Award, North American Case Research Association, 2009
- Valedictorian and class speaker, University of New Mexico, Anderson School of Management MBA Commencement, Spring 2009

University Teaching Experience

Arizona State University, W. P. Carey School of Business, 2016-Present.

- WPC 480: Strategic Management Capstone (undergraduate)
 - Spring 2018 (1 section) – course mean: 6.40/7.00
 - Spring 2017 (4 sections) – course mean: 6.17/7.00
- LES 582/586: Ethical Issues for Managers (MBA/MIM)
 - Spring 2018 (3 sections) – course mean: 6.63/7.00

Pennsylvania State University, Smeal College of Business, 2014-2016.

- MGMT 451W: Business, Ethics, and Society (undergraduate)
 - Spring 2016 – instructor evaluation: 6.67/7.00; course mean: 6.33/7.00
 - Fall 2015 – instructor evaluation: 6.69/7.00; course mean: 6.23/7.00
- MGMT 590: Colloquium (PhD)
 - Spring 2016 – instructor evaluation: 7.00/7.00; course mean: 7.00/7.00
 - Fall 2015 – instructor evaluation: 7.00/7.00; course mean: 7.00/7.00
- MGMT 471: Strategic Management (undergraduate)
 - Spring 2015 (3 sections) – instructor evaluation: 6.48/7.00; course mean: 6.01/7.00

University of Georgia, Terry College of Business. 2010-2014.

- MGMT 5400: Strategic Management (undergraduate)
 - Fall 2012 – instructor evaluation: 4.95/5.00; course mean: 4.76/5.00
- MGMT 5920: Organizational Behavior (undergraduate)
 - Summer 2012 – instructor evaluation 5.00/5.00; course mean: 4.86/5.00
- MGMT 5560: International Strategy (undergraduate)
 - Spring 2012 – instructor evaluation: 4.14/5.00; course mean: 4.18/5.00
- MGMT 5970: Organizational Change and Innovation Management (undergraduate)
 - Spring 2011 – instructor evaluation: 5.00/5.00; course mean: 4.87/5.00
- MGMT 5980: Leadership (undergraduate)
 - Fall 2010 – instructor evaluation: 4.92/5.00; course mean: 4.73/5.00
- MGMT 5440: Business Ethics (undergraduate)
 - Summer 2011 – instructor evaluation: 5.00/5.00; course mean: 4.89/5.00
 - Summer 2010 – instructor evaluation: 5.00/5.00; course mean: 4.85/5.00

Dissertation Committees

- Member, Priyanka Dwivedi, Penn State M&O Department (2017; Placed Texas A&M)
- Secondary mentor to Chunhu Jeon, Ph.D. Student – Arizona State M&E Department– 2016-2018

- Secondary mentor to Eunyoung Park, Ph.D. Student – Arizona State M&E Department– 2017-2018

Professional Activities & Academic Service

Reviewing

- *Editorial Review Board*: Academy of Management Journal, 2015-Present
- *Editorial Review Board*: Academy of Management Review, 2014-Present
- *Editorial Review Board*: Business & Society, 2015-Present
- *Ad Hoc*: Administrative Science Quarterly, 2015; 2017-2018
- *Ad Hoc*: Business Ethics Quarterly, 2012-2015
- *Ad Hoc*: Journal of Business Ethics, 2018
- *Ad Hoc*: Journal of Contingencies and Crisis Management, 2017
- *Ad Hoc*: Journal of Management, 2015-2017
- *Ad Hoc*: Journal of Management Inquiry, 2015
- *Ad Hoc*: Journal of Management Studies, 2011-2017
- *Ad Hoc*: Management Science, 2015
- *Ad Hoc*: Personnel Psychology, 2018
- *Ad Hoc*: Strategic Management Journal, 2017-2018
- *Ad Hoc*: Academy of Management Journal, 2013-2015
- *Ad Hoc*: Academy of Management Review, 2013-2014
- *Ad Hoc*: Business & Society, 2012-2015
- *Ad Hoc*: INFORMS/Organization Science Dissertation Proposal Competition, 2014
- *Conference*: Annual Meeting of the Academy of Management
 - OMT Division, 2011-2018
 - SIM Division, Reviewer, 2011-2018
 - SIM Division, Associate Editor, 2015-2018
- *Conference*: Strategic Management Society Annual Meeting, 2012-2018
- *Conference*: International Association of Business and Society Annual Meeting, 2012-2018
- *Conference*: Southern Management Association Annual Meeting, 2011-2013
- *Conference*: North American Case Research Association Conference, 2009
- *Book*: Stanford Press, 2016; 2017
- *Book*: MIT Press, 2014

Professional Service

- Program Chair Leadership Rotation. 2017-2019. Stakeholder Strategy Interest Group - Strategic Management Society.
- Member. 2016-2018. SIM Division Best Paper Award Committee.

College & Department Service

- Brownbag Seminar Co-Chair – Arizona State M&E Department – 2016-Present
- Honors Faculty – Arizona State University – 2016-Present
- Comprehensive Exam Committee– Arizona State M&E Department– 2018
- Team Member, W. P. Carey's Got Talent – Lip Sync Battle – 2016
- M&O Department Faculty Advisory Committee – Penn State M&O Department – 2015
- Ph.D. Student Recruitment and Selection Committee – Penn State M&O Department – 2014
- Ph.D. Student Teaching Mentor (Strategy) – Penn State M&O Department – 2014-2016

Professional Affiliations

- Member, Academy of Management, 2009-Present
 - BPS, MOC, OMT, RM, SIM Divisions
- Member, International Association for Business and Society, 2009-Present
- Member, Society for Business Ethics, 2011-Present
- Member, Strategic Management Society, 2011-Present

Related Experience

Graduate Assistant for Dr. Kip Pirkle, University of Georgia. 2009-2010.

-Class management and grading for two sections of MGMT 3000: Introduction to Management.

Graduate Assistant for Dr. Jeanne Logsdon, University of New Mexico. 2008-2009.

-Research and classroom assistance.

Graduate Assistant for Dr. Craig White, University of New Mexico. 2008.

-Business plan development and competition presentation.

Other Industry Experience

Sandia National Laboratories; Albuquerque, NM. 2007-2009.

-Quality Management Systems Specialist

Rio Rancho Economic Development Corporation; Rio Rancho, NM. 2004-2007.

-Client Services Manager; Research Manager

Personal Hobbies and Interests

Family, golfing, snowboarding, soccer, reading, home brewing.