



**Hawaii** Chapter

**MARCH 2025**

**NEWSLETTER**



**VISIT US!**



ASHRAE HAWAII



ASHRAE\_HAWAII



ASHRAE HAWAII CHAPTER

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## MARK YOUR CALENDARS

**3/27-3/28, 4/1-4/2 Spring  
Technical Training with David  
Wylie, PE**

**4/5-4/6 Camp Palehua  
Conservation Initiative &  
Optional Camping**

**4/24 - Technical Seminar  
STAY TUNED**

**5/9 - 37th Annual Golf  
Tournament - Hawaii Prince Golf  
Club**

## ANNOUNCEMENTS

### **Getting involved with ASHRAE**

**Looking to get involved with ASHRAE  
Hawaii Chapter?**

**Reach out to one of the officers or  
committee chairs! We are always looking  
for volunteers.**

# Remembering Dr. Joseph “Joe” Ting, P.E.

by Barry Jim On, P.E.



I was very saddened to hear of the passing of Dr. Joseph “Joe” Ting, P.E. this past December. It was a surprise to me since Joe was always a feisty and lively person who brought passion and zest into everything he took on. If you didn’t know Joe, he was an intellectual type, but a fighter and someone who always had an opinion that needed to be heard. It was probably the “New Yorker” in him since he spent quite a few years of his career there....

However, Joe had a good heart and always looked out for the little guy and the underdog including his many students. His students meant the world to him and he would do anything for them including personally seeking out jobs in the industry for the ones who couldn’t find employment. He also got many of his students and colleagues involved with ASHRAE over the years including myself, as ASHRAE was his true passion. He was proud to serve and support ASHRAE both locally and nationally and he made numerous sacrifices and contributions to the organization.

Anyway, I had the pleasure of knowing Joe for over 10 years and was actually the one responsible for bringing him to Hawai’i where he finished up a long and illustrious career in HVAC as one of the first true commissioning agents in the State of Hawaii and a Professor to many students who took his HVAC class in the mechanical engineering department at the University of Hawaii. A little background on Joseph:

Joseph grew up in the Philippines where he completed his grade and high school education at the Xavier School, Greenhills, Rizal, Philippines. He later graduated with a Bachelor of Science in Mechanical Engineering from De La Salle University, Manila. He received a Master of Science in Mechanical Engineering from the Massachusetts Institute of Technology (Cambridge, MA).

Joseph’s work experience included the National Research Council in the Mechanical Engineering Dept. as a Junior Research Officer on projects associated with Industrial Rolls-Royce Flame Tube Development testing using JP-2 diesel, natural gas and dual fuel. Other projects were the design of water spray cooling system and combustion system for Westinghouse gas generator. Later Joe would hold a position as Associate Engineer in Plant Engineering Services where he completed projects for the NRC Plant Engineering Services Building, chiller plant, materials science lab, class 1000 and 10,000 clean room, biology lab, low temp calorimeter chambers, heat pump test facility and more.

From 1986 – 2001, he was Sr. Engineer/Supervisor for the Dormitory Authority, State of NY where he completed projects totaling over 3.6 billion dollars. Many of these were college and university projects as well as health facilities and court facilities. 2002-2003 saw Joe as VP of Engineering for Integrated Facility Systems, a controls contractor.

Continued on next page

This was a start-up of a capital-venture company. Joe moved on to operate his own consulting firm from 2003-2005. From 2005 until retirement, He was employed by InSynergy Engineering, Inc. a.k.a. Cedric Chong & Associates in Hawaii. He performed construction engineering services and commissioning projects including those with LEED certification requirements. His projects included the new Kaiser Moanalua Hospital Building, Waikiki Beach Walk Embassy Suites Towers & Retail Stores, many DOE schools, Army and Navy projects, a hydroelectric plant in Maui, and a 12,000-ton chilled water system for the Honolulu International Airport.

Joseph was also an adjunct professor first at Rensselaer Polytechnic Institute (Troy, NY) and then at the University of Hawai'i – Manoa where he taught the only HVAC class available to mechanical engineering students.

Joseph served ASHRAE for many years and was very active at all levels. He served the Northeast Chapter as Research Promotion Chair, and coming up through the officer chairs to become Chapter President in 1991-92. His Region I activities included serving as Assistant Regional Chair and then on to become an ASHRAE Director and Regional Chairman in 1994 until 1997. He also served as Regional Vice Chair of Research Promotion and Regional Member to the Society Nominating Committee. He was Chair of the Society Refrigeration Committee, he also served on the Technology Council and Regions Council. He was a member of several Technical Committees and Standards 15, 62, 90.1 and 134P. Joseph also served ASHRAE Hawaii Chapter as Research Promotion Chair, Student Activities Chair, and became Chapter President in 2008-09 SY.

Outside of ASHRAE, Joseph was a former President of the Chinese Community Center in Albany and served on the Board of Directors from 1991-2002. He was a Board Member for the Habitat of Humanity of the Capital District of NY State from 2001-2004. He served as Treasurer of the BIG-NA, which is a BACnet Interest Group of North America.

When I saw Joe's resume come across my desk back in 2005, I was intrigued since this guy was extremely accomplished as you can see from his list of career accomplishments I decided to interview him and of course our interview was almost 2 hours long with him doing all the talking. Joseph liked to talk, talk, and talk some more. He could talk for hours, but in listening to him, you would learn so much from his life experiences. He was definitely a smart guy and most didn't know that he was fluent in Chinese, Tagalog, French and English. After our 2 hour interview on the phone, I decide to give him a try and hired him. He packed his bags, left New York, and started his Engineering career in Hawaii. His career in Hawaii spanned 12 years mostly at Insynergy Engineering until retirement where he served as the lead commissioning authority for our firm. He started the commissioning department at our firm and was one of the first certified CxA's in Hawaii.

Continued on next page

He understood the value of commissioning at a time when commissioning was new to many and was just becoming a necessity on projects due to energy code, or sustainability requirements. Joe was always happy to share his vision of commissioning with the many contractors and designers that worked with him. I know there are many out there that either disliked Joe due to his tough and stubborn demeanor, or loved him since he stuck up for his clients and always demanded perfection. Whether you dislike or liked him, I can say that all respected him for his knowledge and will to do what was right for the project.

When Joe got involved with ASHRAE Hawaii he was very passionate about making our chapter the best in the region if not the country. He brought his many years of ASHRAE experience to our chapter after serving on the board for the New York chapter and serving on many regional and national committees. He served on the executive board and was our ASHRAE Hawaii President in 2008-09 SY. He worked hard to expand ASHRAE Hawaii's membership, and also worked hard to bring in the best guest speakers and educational programs for our membership. He even shook up the old ASHRAE Hawaii guard as he focused more on using ASHRAE to educate our members and advance our HVAC industry rather than just having ASHRAE serve as an industry social club. I know that many were not in line with this vision, but it was the right vision and the changes that he made have shaped our chapter into what it is today. I am personally grateful that he convinced me to serve on the ASHRAE Hawaii board. I got to meet and work with some of the best folks in our industry. It was definitely a gratifying experience and one I wouldn't have experienced had it been for Joseph.

One of his greatest contributions to ASHRAE was the establishment of the Lester Nakata Memorial Foundation research promotion fund. Lester was another ASHRAE Hawaii legend and Joseph wanted to honor Lester and his family after Lester's passing. Joe worked incredibly hard in raising money for the fund and he made sure the money would be put to good use for refrigeration research since Lester was our local refrigeration guru. Through his hard work, he raised over \$60,000 for the fund that benefitted our local Hawaii Chapter and still does today.

I can go on and on about Joseph. He had such an accomplished life. We can all be thankful for the contributions he made to our local HVAC industry either educating our next generation of young mechanical engineers, commissioning projects the right way in the best interest of the owner, or volunteering to build our local ASHRAE Hawaii chapter. We can all agree, Joe had a positive impact on our HVAC industry for the short time that he was here in Hawaii, and we are thankful for his contributions. He will be deeply missed but I know he is smiling down on us and probably talking Lester's ear off right now in Heaven. I'm sure they already started the local ASHRAE chapter there and are having a blast talking about refrigeration and air conditioning.

Thank you, Joseph, for all your good work, your insightful lectures, and most of all, your friendship. A Hui Hou! Until we meet again.....

Barry Jim On, P.E.  
Sr. Vice President, InSynergy Engineering  
Past ASHRAE Hawaii President 2013-14 SY



# Region X Historian's Visit & Pau Hana

Last week following the Hawaii Buildings, Facilities & Property Management Expo, our chapter hosted Sean Skiles, Region X Historian and General Manager for Fulton Equipment Pacific, at the always delicious Hana Koa Brewing Co. in Kakaako. Sean is a long time ASHRAE member and Past President of the San Joaquin Valley Chapter. Sean led an insightful and lively discussion about our chapter's history and presented us with a certificate celebrating ASHRAE Hawaii's 55th anniversary as a chapter - it was truly special to learn more about our chapter's roots, and we all left feeling inspired to carry it forward. Mahalo, Sean!



# SPRING TECHNICAL TRAININGS

## FEATURED SPEAKERS



**David Wylie, P.E.**



**Les Taniyama**

Join ASHRAE Hawai'i Chapter and Hawai'i Energy for a FREE four-day workshop series with veteran consultant and instructor David Wylie, P.E., on trending mechanical, electrical and energy topics. Classes will be in-person from 9am-4pm daily at Hawai'i Energy's training room, with coffee, lunch and parking provided, or remote via Teams.

**3/27** Motors

**4/01** Unitary AC

**3/28** Drives

**4/02** Implementing EE Projects, EE Survey, HVAC system testing

For course descriptions & registration, visit:  
[HawaiiEnergy.com/Professionals](https://HawaiiEnergy.com/Professionals)

**HOSTED BY**



**Hawai'i Energy**

**&**



**Hawaii Chapter**

Event Rescheduled!

# PĀLEHUA CAMPS & HUNT

**For Efficiency!**

**APRIL  
5-6**



**ASHRAE Hawaii Chapter  
Sustainability  
Committee**

**Saturday April 5th, 8am-3pm**

**Mālama 'Āina & Energy Treasure Hunt  
Pālehua Conservation Initiative**

**Saturday Night - Sunday April 6th**

**Optional Family Tent Camping  
Camp Pālehua**

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\_Register at the link below

<https://ashraehawaiiichapter.info/meetinginfo.php>  
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Join us as we help with conservation efforts and hunt for energy, water, and gas efficiency opportunities at the Pālehua Conservation (non-profit <https://www.palehua.org>) & Pālehua Campground (<https://www.camppalehua.org>)!

8am Saturday - Treasure Hunt Day!	<p>Park and meet outside the main doors of the Walmart on Farrington Hwy. There is limited parking on the mountain, so we will need to carpool.</p> <p>NOTE: The event is outdoors, so travel light! Water and snacks will be provided.</p> <p>(Any Friday Night Campers can carpool from campgrounds.)</p>
8am-8:30am	Carpool up the mountain.
8:30am-8:45am	Meet at the conservation site at the top of Pālehua - Welcome to 1600 acres of conservation land!
8:45am-9am	Introductions and overview from site representative.
9am-12pm	Mālama 'Āina: pulling non-native habitat and replanting Native Habitat
12pm-1pm	Visit 1st treasure hunt site - Pilihonua on conservation site
1pm-1:30pm	Visit Camp Pālehua - Snack and restroom break
1:30pm-2:30pm	2nd treasure hunt site - all buildings at Camp Pālehua
2:30pm-3pm	Final remarks and carpooling down the mountain (or staying for camping)
2:00pm - Sunday Camp with us!	Tent and bunkhouse options available to reserve now at <a href="http://www.camppalehua.org">www.camppalehua.org</a> !

# Government Affairs

Aloha ASHRAE Hawaii community,

Here is the link to the ASHRAE Society GA newsletter so everyone can see the current events within ASHRAE as they relate to Government Affairs. Click on link below.

[ASHRAE GAC Newsletter](#)

Some good news, the efforts by ASHRAE in lobbying to stop new House bill [HI HB 1](#) and new [Senate Bill 48](#) and [Senate Bill 120](#) in the Senate, from getting passed proved to be worth the effort. None of the bills passed. These bills threatened to undermine the progress we've made in advancing energy efficiency, sustainability, and resiliency in the built environment. These bills would have disrupted the adoption of modern building codes and energy standards, leading to higher utility costs, unmitigated greenhouse gas emissions, and a failure to meet Hawaii's climate targets. Hawaii's codes are already outdated, and these bills would have only exacerbated that issue.

Mahalo Nui Loa,



Kevin Luoma, PE  
2024-2025 ASHRAE Hawaii Chapter GA Co-Chair



Antonio Isom, PE, CEM  
2024-2025 ASHRAE Hawaii Chapter GA Co-Chair



Shaping Tomorrow's Global  
Built Environment Today

## NEW! 25% Application Discount Apply Feb. 1 – March 31

Note to Chapter members: PAOE Point Opportunity!

- ▶ Earn 10 PAOE points (CC6.6) for promoting this certification news on your Chapter website!
- ▶ Earn 25 PAOE points (CC9.3) for promoting this certification news on a Chapter email or newsletter!
- ▶ Earn 100 PAOE points (CT 19) for each certification earned!

Exciting news! Beginning **Feb. 1 through March 31**, applicants may use the discount code **NEWYEAR2025** to receive a **25%** discount on application for any of ASHRAE's seven (7) building design or building performance certifications.

Here's how the discount works:

Apply anytime **Feb. 1 – March 31** using the Discount Code: **NEWYEAR2025**

Take your certification exam at any of ASHRAE's new 1,000+ test center locations worldwide

[LEARN MORE](#)





ASHRAE Hawaii Chapter  
P.O. Box 3916  
Honolulu, HI 96812-3916

Monthly Treasurer Report  
For Month Ending February 28, 2025

**Beginning Balance (February 1, 2025) \$30,392.40**

Income (Deposits)

<u>Date</u>	<u>Description</u>	<u>Amount</u>
02/03/25	CUSTOMER DEPOSIT	\$3,940.00
02/07/25	FULLSTEAM SV9T – Golf Tournament Registration	\$9,800.00
02/26/25	FULLSTEAM SV9T – Golf Tournament & March Meeting Registration	\$3,320.00
	Total	\$17,060.00

Expenses (Checks Written)

<u>Date</u>	<u>Check No.</u>	<u>Payable To</u>	<u>Description</u>	<u>Amount</u>
02/03/25			BKCD Processing	\$237.20
02/04/25			FULLSTEAM SV9T	\$350.60
02/04/25	1542	Joshua McDonough	Golf Tournament - Tents	\$427.06
02/11/25	1447	Joshua McDonough	Golf Tournament Deposit	\$1,500.00
02/14/25	1541	Kelly Zheng	Domain Name Renewal	\$36.75
02/26/25	1547	Joshua McDonough	Feb Meeting – Lei & Pau Hana	\$294.23
			Total	\$2,845.84

**Ending Cash Balance (February 28, 2025) \$44,606.56**

Outstanding Checks (Haven't Cleared Bank)

<u>Date</u>	<u>Check No.</u>	<u>Description</u>	<u>Amount</u>
12/23/24	1529	Thomas Istvan – Student Membership Fee	\$30.00
01/28/25	1540	Kelly Zheng – YEA Escape Room & Pau Hana	\$692.90
02/20/25	1543	Kelsey Koshi – Feb Meeting Food	\$752.85
02/26/25	1548	Karine Leblanc – Feb Meeting Hotel	\$411.70

Kelly Zheng  
Treasurer 2024-2025  
Generated: March 1, 2025



ASHRAE Hawaii Chapter  
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		Total	\$1,887.45

CRC 2026 Checking Account \*5790

**Beginning Balance (February 1, 2025) \$9,396.87**

Income (Deposits)

<u>Date</u>	<u>Description</u>	<u>Amount</u>
	Total	\$0.00

Expenses (Checks Written)

<u>Date</u>	<u>Check No.</u>	<u>Payable To</u>	<u>Description</u>	<u>Amount</u>
			Total	\$0.00

\*The original check order never came in. Bank of Hawaii ordered another set of checks, and will be refunding us the original check order.

**Ending Cash Balance (February 28, 2025) \$9,396.87**

JHNT Foundation Checking Account \*7523

**Beginning Balance (February 1, 2025) \$24,791.48**

Income (Deposits)

<u>Date</u>	<u>Description</u>	<u>Amount</u>
	Total	\$0.00

Kelly Zheng  
Treasurer 2024-2025  
Generated: March 1, 2025





Wednesday, February 5, 2025, | 5:00pm – 6:00pm

Microsoft Teams Meeting Minutes:

<input checked="" type="checkbox"/> Joshua McDonough, PE   President	<input type="checkbox"/> CTTC   Kelsey Koshi
<input type="checkbox"/> Charles Chaloeicheep, PE   President-Elect	<input type="checkbox"/> CTTC   Matt Tio
<input checked="" type="checkbox"/> Dan Mestas   Vice-President	<input checked="" type="checkbox"/> Historian   William Lee, PE
<input checked="" type="checkbox"/> John Fuller   Secretary	<input type="checkbox"/> Membership Promotion   Fro Garma
<input checked="" type="checkbox"/> Kelly Zheng   Treasurer	<input type="checkbox"/> Webmaster   Noah Rodrigues
<input type="checkbox"/> Justin Choriki, PE   Immediate Past President	<input type="checkbox"/> Webmaster   David Lebowitz
<input checked="" type="checkbox"/> Marites Calad   BOG	<input type="checkbox"/> Refrigeration   Melissa Onishi
<input type="checkbox"/> Morgan Lorenzo   BOG	<input type="checkbox"/> Research & Promotion   Tara Lum
<input checked="" type="checkbox"/> Holly Morikami   BOG	<input type="checkbox"/> Research & Promotion   Brandon Spalla
<input checked="" type="checkbox"/> Samantha Nakamura, PE   BOG	<input checked="" type="checkbox"/> YEA   Aaron Ginoza, EIT
<input checked="" type="checkbox"/> Tyson Toyama   BOG	<input type="checkbox"/> Sustainability   Zz Riela
	<input type="checkbox"/> Sustainability   Pikake Vetere
<input type="checkbox"/> Attendance & Reception   Ghabby Baguio	<input type="checkbox"/> DEI   Marites & Pikake
<input type="checkbox"/> Government Affairs   Kevin Luoma, PE	<input type="checkbox"/> Scholarship   Joshua & Samantha
<input checked="" type="checkbox"/> Government Affairs   Antonio Isom, PE	<input type="checkbox"/> Nominating   Willie Diguc
<input checked="" type="checkbox"/> Student Activities   Morgan & Antonio	<input type="checkbox"/> JHNT Scholarship   Leslie Taniyama

1. Roll-Call

2. Approval of December Meeting Minutes

Motion by Dan Mestas 2nd by Marites Calad, 6 yes, 0 no ad 0 abstentions.

3. General Announcements

4. Event Calendar

a. ASHRAE Meeting: Mastering HVAC Leadership, Inspiring Teams, Energizing Results

i. Thursday, February 20, 2025, 12:00pm

ii. Discussed the event

5. Newsletter – Dan Mestas

a. March Submission Deadline:

b. Dan asks for content before Monday February 24

6. Treasurer Report – Kelly Zheng
  - a. Balance: **Reviewed**
  - b. Tax Filing Status **Filed in November per Kelly.**
  - c. **Kelly reviewed December report and Marites Moved to approve John Fuller seconded. Motion passed 7 0 0**
  - d. **Kelly reviewed January report and Dan Mestas Moved to approve Tyson Toyama seconded. Motion passed 7 0 0**
7. Government Affairs – Kevin Luoma, Antonio Isom
  - a. March Meeting with Josh Marvit from Department of Health
  - b. Sean Skiles visit (Week of 3/3/25)
  - c. HI HB 1
  - d. **Antonio Isom reviewed the recent actions and progresses, Kevin to follow up with March meeting. Possible speaker Sean Stiles will present.**
  - e. **Dan and Joshua are researching catering and venue options.**
8. Student Activities – Morgan Lorenzo, Antonio Isom
  - a. **Antonio discussed opportunities in planning for several events in queue.**
9. Chapter Programs – Matt Tio & Kelsey Koshi
  - a. **Matt and Kelsey were absent. Joshua gave an overview.**
10. Historian – Justin Choriki & William Lee
  - a. **Bill is working on an article honoring the memory of Joseph Ting.**
  - b. **Bill's Basecamp account has been disabled, needs attention to regain his access. Josh will follow up with Dan and Bill.**
11. Membership Promotion – Fro Garma
  - a. **Froilan was absent and no update available.**
12. Webmaster/Communications – Noah Rodrigues & David Lebowitz
  - a. **Noah and David were absent and no update available.**
13. Refrigeration – Melissa Onishi
  - a. **Joshua gave Melissa's prepared update.**
14. Research & Promotion – Brandon Spalla & Tara Lum
  - a. 37th Annual ASHRAE Golf Tournament



- i. Friday, May 9, 2025 | @ Hawaii Prince Golf Club
- b. Shadow Committee Members: Jeremy Layugan, Jason Soriano, Noah Rodrigues, Antonio Isom
  - i. Joshua gave the update regarding team numbers vs carts and reviewed the current financial status. Brandon and Tara were absent.
- 15. YEA – Aaron Ginoza, Kelly Zheng
  - a. Aaron is working with NSW and Trane for financing sponsorship of the event.
- 16. Sustainability | Zz Riela & Pikake Vetere
  - a. Palehua Camp & Hunt for Efficiency
  - b. Joshua reviewed the new date possibilities currently being considered.
- 17. DEI | Marites Calad & Pikake Vetere
  - a. Marites and Joshua reviewed the events and dates.
- 18. ASHRAE Kokua Scholarship Fund | Joshua McDonough & Samantha Nakamura
  - a. \$10,500 available for award in 2024-2025
  - b. Joshua discussed the current status of the fund.
- 19. JHNT Scholarship Fund | Leslie Taniyama, Tyson Toyama, Marites Calad
  - a. STEM students, enhance tomorrow's leaders through mentorship or scholarship
  - b. It was discussed to provide the Chapter EIN in the donation acknowledgment receipts to donors.
- 20. New Business
  - a. No new business
  - b. Meeting adjourned at 5:40 pm



## ASHRAE Code of Ethics

(Approved by ASHRAE Board of Directors January 30, 2013)

- 1.140.001.1 As members of ASHRAE or participants in ASHRAE committees, we pledge to act with honesty, fairness, courtesy, competence, integrity and respect for others in our conduct.
- A Efforts of the Society, its members, and its bodies shall be directed at all times to enhancing the public health, safety and welfare.
  - B Members and organized bodies of the Society shall be good stewards of the world's resources including energy, natural, human and financial resources.
  - C Our products and services shall be offered only in areas where our competence and expertise can satisfy the public need.
  - D We shall act with care and competence in all activities, using and developing up-to-date knowledge and skills.
  - E We shall avoid all real or perceived conflicts of interest whenever possible, and disclose them to affected parties when they do exist.
  - F The confidentiality of business affairs, proprietary information, intellectual property, procedures, and restricted Society discussions and materials shall be respected.
  - G Each member is expected and encouraged to be committed to the code of ethics of his or her own professional or trade association in their nation and area of work.
  - H Activities crossing national and cultural boundaries shall be respect the ethical codes of the seat of the principal activity.

### Diversity Commitment

*ASHRAE is committed to providing a welcoming environment. Our culture is one of inclusiveness, acknowledging the inherent value and dignity of each individual. We proactively pursue and celebrate diverse and inclusive communities understanding that doing so fuels better, more creative and more thoughtful ideas, solutions and strategies for the Society and for the communities our Society serves. We respect and welcome all people regardless of age, gender, ethnicity, physical appearance, thought styles, religion, nationality, socio-economic status, belief systems, sexual orientation or education.*



## Shaping Tomorrow's Built Environment Today

### ASHRAE's Mission and Vision

#### **Mission:**

To serve humanity by advancing the arts and sciences of heating, ventilation, air conditioning, refrigeration and their allied fields.

#### **Vision:**

A healthy and sustainable built environment for all.

### ASHRAE's Core Values

#### **Excellence**

ASHRAE education, technical information and all other activities and products will always reflect the best practices that lead our industry. We strive for continuous improvement and innovation in all our practices and products.

#### **Commitment**

ASHRAE and its members are passionate about serving the built environment, creating value, and recognizing the accomplishments of others.

#### **Integrity**

ASHRAE is committed to the highest ethical standards. We work transparently, observing essential requirements for due process and peer reviews to assure our members and stakeholders that we do the right things the right way.

#### **Collaboration**

ASHRAE seeks and embraces collaborative efforts with organizations, agencies, and individuals sharing our commitment to sustainable built environments.

#### **Volunteerism**

Members lead ASHRAE at every level, serving ASHRAE and helping ASHRAE serve society.

#### **Diversity**

ASHRAE is committed to providing a welcoming environment. Our culture is one of inclusiveness, acknowledging the inherent value and dignity of each individual.