

Coombe, of New York, to be United States District Judge for the Northern District of New York.

The PRESIDING OFFICER. The majority leader.

UNANIMOUS CONSENT AGREEMENT—EXECUTIVE CALENDAR

Mr. SCHUMER. Madam President, I ask unanimous consent that all postcloture time on the Coombe nomination be considered expired at 5:30 p.m.; further, that notwithstanding rule XXII, if cloture is invoked on the Davenport nomination, the confirmation vote occur at a time to be determined by the majority leader in consultation with the Republican leader on Thursday, December 5; further, that during Thursday's session of the Senate, at a time to be determined by the majority leader in consultation with the Republican leader, the Senate vote on the Johnson and Neary cloture motions in the order in which cloture was filed; further, that if cloture is invoked on any of the above nominations, all postcloture time be considered expired, the Senate vote on confirmation of the nominations at a time to be determined by the majority leader in consultation with the Republican leader no earlier than Monday, December 9; further, that the mandatory quorum calls for the above cloture motions be waived.

The PRESIDING OFFICER. Is there objection?

Without objection, it is so ordered.

TRIBUTE TO DEBBIE STABENOW

Mr. SCHUMER. So, Madam President, one of our dearest and greatest Senators is giving her farewell speech. I look forward to hearing it.

Debbie, we love you. You have been a great Senator. We will miss you.

The PRESIDING OFFICER. The Senator from Michigan.

FAREWELL TO THE SENATE

Ms. STABENOW. Madam President, first of all, I have to say, wouldn't you know I would get laryngitis, and for somebody who is in elected office, we know that that is not a good thing, so please bear with me; and I want to thank Chuck so much for his comments this morning and for being a dear friend.

Today is bittersweet for me, standing here on the floor of the U.S. Senate, making my last speech—my last major speech.

So many of my staff from Michigan have traveled to be here as well as staff members who have worked for me in DC over the years. I am truly overwhelmed that over 100 Michigan and DC staff are here in the Galleries and on the floor, and family and friends who were not able to fly in today are watching on C-SPAN.

As we come back from Thanksgiving, I am filled with so much gratitude and respect as I think back over my years in public service. I am thinking about the incredible number of people who have supported me and contributed in so many ways to my success—from my

family, my staff, my colleagues, and, of course, the people of Michigan who have put their trust in me for over 50 years—I started when I was 5—

(Laughter.)

—from Ingham County commissioner to State legislator to U.S. Senator.

Michigan, you will always be in my heart. Today is about recognizing all of you.

As some of you know, I lost my mom just a week ago. I suspect she is tuning in from Heaven's version of C-SPAN right now, watching me, listening, just as she has always been watching and supporting me my whole life. Mom not only lived a long life—98 years of age—but a rich and meaningful one. Her hard work, her kindness, her strength, and her loyalty were a true gift to me, to my brothers, to my children, to my whole family.

There are always unsung heroes in every story, and I want to start with mine, and that is my family: my son Todd; my daughter Michelle; my daughter-in-law Sara; my son-in-law Scott; and my five incredibly talented and amazing grandchildren. They are the most talented grandchildren we have ever seen: Ari, Willow, Avery, Everett, and Violet.

My mom and my kids have all appeared in many campaign ads over the years. Even my brothers, Lynn and Lee, starred in an acclaimed closing ad that caused me to beat an incumbent Republican to first be elected to the U.S. House.

When my kids were young, they, too, broke down barriers. Todd was born when I was a county commissioner. Michelle was born when I was a State representative. It was a first in Michigan for a legislator to be pregnant and have a baby while in office. I remember a very pregnant me opening baby shower gifts in one of our statehouse committee rooms. Most of my male colleagues didn't know what to buy for a baby shower so I got a lot of stuffed animals.

My family members have marched in countless parades, attended thousands of events with me, and planned birthday parties and holidays around the legislative calendar. They have sacrificed their time and, in many cases, their personal privacy. Through thick and thin, they have always been there for me, and I am incredibly grateful.

I love you all so much.

My family story has inspired my work as an elected official.

I grew up in Clare, MI, where my mom was the director of nursing at our small rural hospital. This sparked my lifelong interest in healthcare. As a 24-year-old grad student at Michigan State University, I led an effort to save Ingham County's medical care facility from closure. It was the only nursing home that served low-income seniors at the time. I had never been involved in politics before, but I knew it was wrong to close that facility. We stopped the Ingham County Board of Commissioners from closing this crit-

ical service, and I was encouraged to run for county commissioner because I lived in the district of the commissioner who tried to close the nursing home. I ran against him. He called me "that young broad" and the young broad beat him and, as they say, the rest is "herstory."

Healthcare remained a top priority for me from those early days to today. Today, I am proud and grateful that more people in America have access to home healthcare, to hospice services, and to lower prescription drug pricing, in part, because of my work. Medicare, Medicaid, and community health centers provide stronger foundations for care for millions of Americans.

I was a new member of the Senate's Finance Committee when President Obama made healthcare reform his top priority. I was excited to be involved in every part of passing the Affordable Care Act, making sure that maternity care and mental health services and addiction treatment were all part of the new law. I spent a tremendous amount of time focusing on the affordability of the new healthcare system and was successful in bringing down the amount that individuals would have to pay for coverage. I considered it a badge of honor during the final vote in committee when then-Chairman Baucus turned to me and said: "Here we have Senator Affordability."

My first viral moment as an elected official on social media happened during the debate on the Affordable Care Act, and my great friend AMY KLOBUCHAR has often told this story. When Senator Kyl from Arizona argued against including maternity care as basic coverage by stating that he did not need maternity care, I told him: "Yes, but I bet your mom did." The public outcry that happened after that helped ensure to this day that maternity care is part of the Affordable Care Act.

There has been no healthcare issue more profoundly influenced by my own family's life and experience than the issue of mental health. My father had a bipolar disorder that went undiagnosed for many years, like for so many people. Our lives were changed when the drug lithium became available, and my dad had the support he needed to manage his disease and move forward with his life. I saw what happened when someone did not get the help they needed, and I saw what happened when they did.

This experience fueled my passion to reduce the stigma of mental health and mental illness, and as I have often said, we need to treat healthcare above the neck the same as healthcare below the neck. I worked on this issue in the early days of my career, chairing the Mental Health Committee in the Michigan House of Representatives. Later, I was honored to team up with Senator Roy Blunt for a 10-year effort to transform how we fund mental health and addiction services. This has been my passion and my most meaningful achievement.

On the 50th anniversary of President Kennedy's signing of the Community Mental Health bill—the last bill he signed before his death—Senator Blunt and I introduced and spoke here on the Senate floor about our new legislation, the Excellence in Mental Health and Addiction Treatment Act.

President Kennedy envisioned a world where people wouldn't be housed in asylums, as they were called at the time, but would get the treatment and the care they needed in their communities. The first part of his vision was implemented over the past 50 years—mental hospitals were closed—but the second half of it, that of creating comprehensive community care, never happened. Senator Blunt and I worked intensely over the past 10 years to make the second half of President Kennedy's vision a reality by creating comprehensive community behavioral health clinics, or CCBHCs, where clinics are funded as healthcare, not just through grants that stop and start.

Now, because of our bipartisan efforts culminating in full funding in the Safer Communities Act, we are in the midst of creating comprehensive community-based care across the country, and I thank you, all of you, for your help—so many people here—for your leadership and help in making that happen. We now have more than 500 community behavioral health clinics providing care across the country, with more being created every day. Millions of people now have the dignity of receiving mental healthcare and addiction treatment in their communities instead of sitting in an emergency room or in a jail or sleeping on the street.

The goal, of course, is to have every community in every State provide these critical healthcare services. I intend to continue to do everything I can to support your efforts to make sure this transformation is completed.

I am forever grateful to the people of Michigan for the trust they have shown in me over these years. I have lived in Michigan my whole life, and I have viewed the work in DC as a commute to work, a long-distance commute to work—not as long as from the west coast but a commute to work. I see everything through the eyes of Michiganders and our beautiful State.

Our Great Lakes and our water are part of our Michigan DNA. Protecting our water has been my passion—from passing my very first bill in the Senate, which bans oil and gas drilling in the Great Lakes, to authoring the Great Lakes Restoration Initiative. This landmark initiative has helped transform the health of our lakes and watersheds and will continue to do so in the future.

Looking through the lens of Michigan again, I have understood that we don't have a strong economy unless somebody makes something and somebody grows something. For this reason, I have been a member of the Agriculture Committee at every level of

government where I have served, both State and Federal, and I have been deeply involved in efforts to protect and expand American manufacturing, including the new clean energy revolution occurring in our country.

It has been my privilege to put my stamp on our Nation's farm and food policy. I have frequently said that you can see Michigan on every page of the farm bills I have written. As the author of the specialty crop title in the farm bill, I am grateful that the full diversity of farms, small and large, are now reflected in our funding and our agriculture policies. I am so pleased that families across our country have access to healthy, locally grown foods through farmers' markets and urban agriculture and that our children can count on permanent funding for summer meals and other critical food assistance.

I like to say that I suit up every day to fight for Michigan, and there is no truer statement than my work on behalf of Michigan workers and Michigan manufacturing. I am so proud to have championed the auto rescue in 2009, to have changed tax incentives to invest and make things in America, and toughened our laws to support American manufacturing. I know we have the best workers in the world, and I know also that Michigan—Michigan manufacturing—is well positioned to prosper in the future.

I want to take a moment, of course, to thank all of you—all of my great, great colleagues on both sides of the aisle, both past and present. So many of you have been wonderful partners in getting things done, and I am so grateful for your friendship.

I am especially grateful for my Michigan partners: first, the amazing Carl Levin and, now, my dear friend GARY PETERS. I like to say we are the one-two punch for Michigan.

As we all know, to be effective, it is not necessary to agree with someone on everything. In fact, I don't agree with anybody on everything. It is only necessary to agree on one thing, one problem that needs to be solved, and then agree on the way to solve the one thing. Then we look for another colleague across the aisle to work with on one thing. That is how positive change happens.

We all realize, with all the incredible demands on our time and the constant additions and changes to our schedules, it is hard to find time to get to know each other on a personal level.

Over the years, I have been so grateful for the bipartisan women Senators' dinners and the international travel that we have. It is so important. And playing Christmas carols on the piano at the Senate Prayer Breakfast is something I have thoroughly enjoyed. Exchanging stories about our families, our faith, our personal challenges has made a real difference.

It has been a great honor for me to serve as a Member of the Senate Democratic leadership since 2005.

I want to recognize Democratic leaders Tom Daschle and our dear Harry Reid, who were so supportive of me.

I want to thank my great friend Senator CHUCK SCHUMER and his extraordinary team—extraordinary team. CHUCK loves the U.S. Senate, and he loves our country with every bone in his body. I am so appreciative of his leadership and tireless work and friendship.

When I announced my retirement nearly 2 years ago, I said I was ready to pass the torch to a new generation of leaders. I couldn't be prouder to pass the torch to Michigan's new Senator-elect, ELISSA SLOTKIN. I know she will have the heart and the talent for this job and will do great things for our State and our country.

I thought long and hard about how to express my gratitude to the smartest, hard-working staff that I could ever have imagined. Truly, my success comes from their amazing efforts. Over 500 bright, talented professional staff have worked for me over the past 50 years—that is unbelievable—many of them for decades, and that doesn't include countless volunteers and interns.

Interns are everywhere. There are staff everywhere.

I want you to know how moved I am that so many of you took time to be here today or are tuning in on C-SPAN. You are much more than employees; you are family. I have watched many of you get married—several times, thanks to our office—and watched your children grow up as well. You are truly my dear friends.

You have raised the bar for the kind of service that people of Michigan should expect from their elected officials. You have been there for me personally through the best of times and through the rough patches as well. You have cared and persisted, and, together, we have achieved so much, whether it is policy changes or helping literally millions of Michiganders cut through the bureaucracy and solve a personal problem. I salute each and every one of you, and I thank you for your service to Michigan and our Nation.

I am passing the torch to you because I know you will continue to care about people and public service and do great things. I could not have done this without you.

As I close out, I want to acknowledge the important moment that we are in as a country. We all know there is great division promoted by so many who want to gain their own power at America's expense. Yet we have so much in common. We all love our children and want the same things for them to be successful. We all want safe communities and a chance to be rewarded for our hard work. We can heal the divide and work together if we just look for that one thing that we can agree on to make our lives better and get it done. And then we can look again for that one thing.

If we don't let the haters divide us, we can rebuild trust with one another

and be the America we want to be. This is my hope and my prayer for all of us.

As I begin this next chapter of my life, my heart is truly filled with gratitude.

To my family, my colleagues, my staff, to the great people of Michigan, thank you, one and all, from the bottom of my heart. It has been an honor to serve you.

Mr. BOOKER. Hear! Hear!

(Applause.)

The PRESIDING OFFICER. The Senator from Michigan.

Mr. PETERS. Madam President, I rise today to honor my friend, my colleague, the senior Senator from the great State of Michigan, DEBBIE STABENOW.

Throughout her entire career, Senator STABENOW has been an absolutely tireless advocate for our State and an unrelenting fighter for every single person living in Michigan. As a result, she is an absolutely beloved public servant in my State.

DEBBIE's career in public service has been defined by her trailblazing accomplishments. It was 50 years ago this November—as DEBBIE mentioned, she was merely 5—but she was in graduate school at Michigan State University. I don't know how you did all of that, DEBBIE. But as she was a graduate student at Michigan State, she was first elected to serve on the Ingham County Commission. She went on to become both the first and the youngest woman to chair that commission.

DEBBIE's career then took her to the Michigan Legislature, where she became the first woman to preside over the Michigan State House. After successful stints in the Michigan State Senate and U.S. House, she was elected to serve in the U.S. Senate in 2000. She made history once again, as the first woman to represent Michigan in the Senate.

As soon as she arrived, DEBBIE hit the ground running. I think it is safe to say she never stopped running. She has always fought to make meaningful, positive change for our State, as well as for our entire country.

The very first piece of legislation that she passed into law as a U.S. Senator banned oil and gas drilling in the Great Lakes. Her commitment to protecting and preserving the Great Lakes didn't stop there. In 2010, Senator STABENOW authored the Great Lakes Restoration Initiative. It is a landmark program that has literally transformed the health of the Great Lakes by helping to combat against invasive species, strengthen our wildlife habitats, and protect the entire Great Lakes watershed.

For nearly a decade now, she has served as the cochair of the Great Lakes Task Force, delivering countless wins to ensure the lasting health of the Great Lakes for generations to come. I have been honored to work with her in those efforts.

DEBBIE, of course, has also proudly served as chair of the Agriculture, Nu-

trition, and Forestry Committee, a position that she has used to literally reimagine agriculture's role in American society. Under her leadership on that committee, she has not only made important progress on some of the issues most important to farmers across Michigan and the country; she has also used her post to address some of the most pressing issues of our time, from childhood hunger to climate change.

Throughout the years, Senator STABENOW has led our Michigan delegation through immense challenges. In the face of the Flint water crisis, DEBBIE worked tirelessly to advocate for the people of Flint. Her drive and her determination guided our delegation as we fought for Congress to pass the funding needed to kick-start the Federal response to that tragic situation.

DEBBIE was also the driving force behind the rescue of the U.S. automotive industry in 2008, helping our Michigan economy get on the road to long-term stability.

DEBBIE knows that Michigan's workers are the best in the world, and her tireless efforts to create and protect thousands of good-paying jobs—union jobs—for Michiganders have bolstered the manufacturing renaissance that we are witnessing today all across our State.

As an original author of the Affordable Care Act, DEBBIE helped make healthcare more affordable for Michigan families and helped pass major reforms to bring down the cost of prescription drugs for everyone.

In particular, DEBBIE has long fought to ensure that our mental health receives the same focus and care that our physical health gets. Her efforts to expand access to mental health services not only ensure that people in Michigan and across the United States get the care they need, but her leadership has literally changed—and truly changed—how our Nation delivers mental health and addiction services. It is going to be a legacy that will live for generations to come.

On a personal level, Senator STABENOW has been an absolutely invaluable mentor to me. When I joined her in representing Michigan in the Senate, she set an example for me of what leadership really means.

Early on, DEBBIE instilled in me the most important idea that should guide our efforts as elected officials: to always work in a bipartisan way to get things done for the people that we care about.

DEBBIE is kind, but she is also demanding and persistent at times, especially when it comes to fighting for people in Michigan. She will not take no for an answer when it comes to building consensus on the things that matter most to the folks that she so proudly represents. I think most of us in this Chamber have experienced that firsthand. If DEBBIE is pushing for an issue—something she cares about, something she knows is going to help people—and she gets you on the phone,

you will not get off that phone without saying: Absolutely, DEBBIE, I will support you in that effort because it is important.

Anyone who has had the privilege of working with Senator STABENOW knows that her enthusiasm and her optimism are contagious. The energy that she brings to work every day can motivate you and keep you working forward even when that going is very tough.

But perhaps most importantly, DEBBIE STABENOW has served as a role model for countless young women. She has opened doors and inspired the next generation of public servants in Michigan and beyond, including the newly elected Senator from Michigan, ELISSA SLOTKIN, who is in the Chamber with us here today.

So as we bid farewell to her in the Senate, her legacy, I know, will live on for generations of elected officials, as well as amazing staff, that she has set an example for.

A diehard Michigander, a dedicated public servant, a caring mother, and an absolutely delightful colleague, DEBBIE STABENOW has been a fearless leader for Michigan in the Senate, and there is absolutely no doubt that our State and our Nation are stronger because of her committed service.

DEBBIE, it has been an honor. It has been an honor to serve alongside you. As you mentioned, we are the one-two punch for Michigan. It has been the privilege of my life. And I am extremely proud of everything that you have accomplished, and I look forward to seeing great things ahead for you and wish you Godspeed.

The PRESIDING OFFICER. The Senator from Minnesota.

Ms. KLOBUCHAR. Madam President, as we saw Senator PETERS' emotion about our dear friend, I saw that emotion well up in the eyes of so many of her staff, even before she started to speak, and I think that is because of the love that DEBBIE has engendered for so many years with this staff. And it is such a tribute to you, DEBBIE, that they came from all over the place to see you—from the past, from the present, from Michigan. So that is a lasting legacy.

Another legacy I was thinking about is that incredible portrait in the Agriculture room—and I see Senator SMITH, who sits in that room with me—of you surrounded by fruits and vegetables, as you should be. And it is the first portrait of any chair of the Agriculture Committee that is surrounded by fruits and vegetables, and that is a tribute to you because you got that done for America.

I think about the persistence that GARY just spoke to, that persistence always with a smile, always with lipstick, always focused on getting things done. And that is something that I think, when a lot of us wake up and things are down, to remember that smile and how persistent you were to get those things done is something that will inspire all of us.

And, as you mentioned, with ELISSA SLOTKIN, this incredible new leader coming to the Senate, you made sure that your legacy carried on with her election. So we thank you for that.

I have had the great privilege of watching you stand up firsthand in those Agriculture rooms and hearing rooms to stand up for nutrition like no one really has ever done before in a leadership position in that committee; how you have stood up for our farmers, yes, but also for the people that rely on getting that affordable food; your standing up for the autoworkers, I think, in the wayback zone, when you stood up at that horrible time for the industry and you were there for them; the investing in mental healthcare.

You mentioned one of my favorite stories, and that story is, yes, rather hilarious because DEBBIE, I want you to picture, was one of the few, if not the only, women in the room, one of two—as the Presiding Officer knows, DEBBIE will be one phone call away to correct us on what we have to say; at any time, we know whom to call—one of two women in that room. And as the male Senator was saying, “I don’t know; I wouldn’t need those benefits,” it was DEBBIE who said, “I bet your mother did.”

And the point of that story was actually more than just the moment and that she got those benefits in; it was also that she was one of the first women in such a leadership role.

There are a few here today, including Senator MURRAY. We think back to Senator Mikulski and others. But DEBBIE carried on that mantle, and she did it so well in leadership in the Senate and through her work chairing the committee.

But we all know that her work didn’t end in this place. She also led on agriculture and other issues worldwide. I will never forget that she led the first all-women’s trip to Africa, and we made stops in Senegal and Ethiopia and Tanzania.

And in my closing story here, if you remember, Senator STABENOW, the woman in Ethiopia, the farmer. She had a little plot of—she was raising teff, and she was alone. Her husband had died, and she was raising a number of kids by herself. And she had become a leader on sanitation for the area, and she had this little graph up on the wall, provided by one of our foundations, that showed her hut in the middle with a star on it.

And we were all asking these Senator-like questions about her crops and about her challenges of the walking 2 hours to fill the water every single day. And finally someone asked: What is your biggest challenge?

And here is this woman in this little hut with only one solar panel, walking 2 hours every day, and she says: Challenges? And she points to this chart of her hut and says: I have no challenges. I am a leader.

DEBBIE STABENOW is a leader, and she has gotten through a lot in the early

days of women getting elected to these jobs. To be able to get here in the first place and then to be able to rise to where she is has been an incredible tribute to her perseverance, to her incredible staff, and to the people of Michigan.

We thank you, DEBBIE. We know you are only going to be a phone call away. And for those of us on the Ag Committee, all we have to do is look up and see your smiling face among those fruits and vegetables. Thank you for your service.

I yield the floor.

The PRESIDING OFFICER (Ms. CORTEZ MASTO). The Senator from Michigan.

#### TRIBUTE TO TERESA PLACHETKA

Ms. STABENOW. Madam President, there is one more thing that I would like to do. And I want to thank so many people for their kind words—so many “kinds” today. I am so grateful for that. But I have one more really important thing that I want to do before I relinquish the microphone this afternoon, and that is to honor a true public servant, my longtime State director and dearest friend, Teresa Plachetka.

I am going to start with a bold statement. And, by the way, Teresa has been with me for 42 years—42, not 24—42 years. And I want to start by making a bold statement: There is no one who has done more for the people of the State of Michigan and for Team Stabenow than Teresa Plachetka.

The first time I met Teresa, I was in my first term in the Michigan State House. She was my first graduate student intern. She graduated, and I hired her as my first policy staffer in 1982 for the State house mental health committee. She has been at my side ever since for every decision, big and small, for 42 years.

I just gave my farewell speech on the floor, and it is so fitting that Teresa is here because what a journey this has been. We all have policy experts and communications experts and experts to run our campaigns and experts in technology, but I am not sure anyone else has all of those skills in one person. I got her. She is truly one of a kind.

I have been trying to think of the right words or the right stories to sum up our time together but realized: How can you possibly summarize almost 42 years of history and friendship? Maybe we can start with a variation on a very simple phrase: Did you talk to Teresa? Go talk to Teresa. Or what does Teresa think? Or have we asked Teresa?

These are familiar phrases in my office and have been for decades, not just from the team but from me. Whether it is taking the temperature on an issue in Michigan, getting the history of what we have done in the past, or just checking in, the team and I have always known we needed to get her gut check on everything we did. That is how vital she is and has been for us. I can’t think of any issue during our time together where she didn’t have critical input.

Because of that, the Stabenow team, me, and the State of Michigan have been the beneficiaries of her knowledge, her creativity, and her gut instincts for decades—solving problems, making people’s lives better every day.

Since these jobs are often so intense and incredibly stressful and time consuming, as we know, you might be asking yourself: How on Earth has Teresa been so successful for all this time?

Where do I begin?

Well, first, she is a brilliant political strategist who stays calm under pressure. During my first Senate campaign, almost no one believed we could win. In fact, pretty much everyone thought I should have stayed in the House and waited my turn, but not Teresa. We were down 9 points heading into Labor Day, but we had a strategy, and Teresa never wavered in her belief that we could win. And we stuck to it, and we knew it was a winning strategy, and we won.

In every tough situation—the auto rescue, the Flint water crisis, September 11, COVID, multiple elections—Teresa kept calm under pressure and helped us pick the right strategy to be effective and get things done.

Multiple staffers over the years have said she has taught them how to approach a tough situation. Like I said before, during all of these moments, the most asked question was always: What does Teresa think? And how would Teresa handle this?

That is how she has kept us all focused on the task at hand.

That extended no further than the communications coming out of our office each and every day. I know that there are a few staff—the press staffers right now—that are here or watching from home that remember and may be twitching at the thought of Teresa’s red edits on their draft releases.

But Teresa had a phrase which went, “People assume your only priorities are the ones you are currently talking about.” That phrase has been burned into the memory of just about every team member we have had over the years. It sounds simple, but sticking to it is so very hard at a time when so much is happening in our State and our country. It is also what has kept us all focused on message. And, most importantly, it has reminded us that in the end, for us, it is all about Michigan.

Teresa made certain that Michigan was at the heart of everything we did, and that started with our State team—from scheduling multiday tours across the State to ensuring every constituent case, piece of mail, or phone call was responded to with respect. Teresa ran the State operation like a Swiss—or we would say Shinola—watch.

Our regional managers were literally everywhere. In fact, there wasn’t a time when I would walk through an airport where someone wouldn’t come up to me and thank our team for attending an event, answering their email, or helping them get something