

## Reconnect and Relax at TEMPO Holiday Party

Thursday, December 16, 11:30 a.m.-1:30 p.m. at Dream Dance Steak

*By Kelly Skindzelewski  
Public Affairs Manager  
Potawatomi Bingo Casino*

TEMPO Milwaukee members will travel to the Menomonee Valley Thursday, December 16, 2010 for our annual holiday celebration.

The sounds of the TEMPO holiday gathering will include the chimes of the slots machines and clicking of poker chips when we visit Potawatomi Bingo Casino, 1721 W Canal Street. But inside Dream Dance Steak, the Casino's top-rated restaurant, it will be peaceful and jolly with the chatter of TEMPO members reconnecting with friends and associates.

This purely social event is designed for members to network and mingle throughout the elegant setting. Dream Dance Steak is preparing a selection of hand-passed and displayed tasty bites including roasted apple skewers with blue cheese, exotic mushrooms on fry bread, artisan cheeses and rich sweets.

Free parking is available in the casino parking structure or use the valet service. Dream Dance Steak is located in the far northeast corner of the casino.



The TEMPO Milwaukee holiday party is also a time to give back to the community. Cash, grocery store gift cards and food items will be accepted for the Hunger Task Force and

Feeding America. Donations are optional and will be accepted in the registration area.

### The Details

Thursday, December 16, 2010  
11:30 a.m. - 1:30 p.m.

Dream Dance Steak  
Potawatomi Bingo Casino  
1721 W. Canal Street

Free parking available in adjacent structure. Free valet parking at Canal St. entrance. Mention you are going to Dream Dance Steak. No fee for members. Members only.

Register at: [www.tempomilwaukee.org](http://www.tempomilwaukee.org)

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## Thank You to TEMPO Sponsors Potawatomi Bingo Casino and Associated Bank

In her letter on page three, TEMPO President Kimberly Kane highlights the many accomplishments of TEMPO Milwaukee as an organization, and of our members as individuals. Collectively we have had an outstanding year. We are grateful to our two major sponsors, Potawatomi Bingo Casino and Associated Bank for their support of our efforts and our mission. Thank them with your support and patronage throughout the year.

## 2011 TEMPO Mentor Award Recipients Announced

Mark your calendar for the 21st Annual TEMPO Mentor Event on February 17, 2011 at The Pfister Hotel from 11:30 a.m. to 1:30 p.m. Three deserving winners have been selected.

### The Honorees

**Jennifer Bartolotta** is the Director of Strategic Partnerships for the Bartolotta Restaurants where she is responsible for managing the Bartolotta sales team. Additionally, Jennifer is President and Owner of Train-2-Gain, which develops professional socialization skills in employees. Jennifer believes in strengthening ties to one's community and serves as Director of Care-a-lottas, The Bartolotta Restaurants Charitable Foundation, and is on the Board of Meta House, TEMPO Milwaukee, Wisconsin Humane Society, Schools that Can and Aurora Health Care Foundation.



Before moving to Milwaukee from Chicago, Jennifer spent 12 years in sales with Cintas, and is a degreed and trained chef. She graduated with a BA from Michigan State University in International Relations, with minors in Latin American Studies and Spanish.

Jennifer's recent personal accomplishments include, the Milwaukee Business Journal's Women of Influence Award, recipient of United Way's Emerging Leader Philanthropic 5 Award, and CG Schmidt's Ovation Award for Volunteerism, among many others. She has traveled to 33 countries, is conversationally fluent in Spanish,

enjoys regular physical activity, and cooking with family and friends. She is mother to four golden retrievers.

**Kristine Rappé** was appointed senior vice president and chief administrative officer – Wisconsin Energy Corp. in 2004. Rappé oversees a range of corporate activities including information technology, human resources and procurement/logistics; as well as business continuity, corporate security and real estate/property management. Rappé also directs the Wisconsin Energy Corp. Foundation's charitable giving initiatives, allocating approximately \$6 million to the arts, education and services that provide for basic human needs.



Rappé joined the company in 1982 and was named vice president - customer services in 1994 and vice president and corporate secretary in 2001.

Rappé graduated from UW Oshkosh, with a degree in economics and urban planning. She has attended executive programs at the Harvard Business School and the University of Michigan's School of Business. Rappé received the Professional Dimensions Sacagawea Award and was honored as a Woman of Distinction by the YWCA. Rappé is a member of the Greater Milwaukee Committee and serves on the Marquette University board as a trustee, and is on the board for PAVE, the Boys & Girls Clubs of Greater Milwaukee and Froedtert Health, Inc.

**Johnson Controls (JCI)** is a global diversified technology and industrial leader serving customers in over 150 countries. Johnson Controls (JCI) employs 130,000 employees who create quality products, services and solutions to optimize energy and operational efficiencies of buildings; lead-acid automotive batteries and advanced batteries for hybrid and electric vehicles; and interior systems for automobiles.



Their commitment to sustainability dates back to its roots in 1885, with the invention of the first electric room thermostat. Through growth strategies and by increasing market share, Johnson Controls is committed to delivering value to shareholders and making their customers successful. Entering activities include affinity networks, women and minority supplier mentoring, their eXtreme learning program, Leadership Program and Chairman's Award. Their leadership in the community is outstanding, with local initiatives including being one of top three companies in Milwaukee recognized by UPAF for excellence in Next Generation UPAF giving and second highest giver in Milwaukee United Way Leadership.

The Mentor Awards event is presented by Potawatomi Bingo Casino and lead sponsor is Associated Bank Corp. The Business Journal Serving Greater Milwaukee is our media sponsor. Tables and event sponsorships are available. Individual tickets are \$65 each.

For more information and to register, please visit [www.tempomilwaukee.org](http://www.tempomilwaukee.org).

## From the President

# Celebrate Accomplishments and Look Ahead - Women Making Global Economic Mark

By Kimberly Kane  
TEMPO Milwaukee President

I'm not sure if any month of the year commands more of our attention and energy than December. Work, family, holidays, gatherings, what to do with kids who have all that time off! TEMPO member Kari Humphrey and I caught up recently, and in her words, "December is a tornado!"



Before you get swept up, take a moment to celebrate what you've accomplished this year. Individually and collectively we have done a lot.

As I looked over our member news for 2010, truly, your successes are everywhere – you've won awards, received appointments, been given promotions, led volunteer initiatives, welcomed babies and grand-babies and gotten press for strategies you've developed to keep your companies and your organizations going, and even growing, in some of the most challenging economic times in history.

The accomplishments of women are no longer getting recognition from our circles alone. In 2010, the world took notice. You may have seen TIME Magazine's November story: "Woman Power: The Rise of the Sheconomy."

More women are graduating from college than men, we hold sway over more than half of the nation's wealth, women own nearly 1/3 of companies and control about \$4.3 trillion in spending. The US Women's Chamber of Commerce is calling it "The Women Led Economy". And a recent report from Booz & Co.

recognizes women as "the Third Billion" – globally, women are the next emerging economy.

We've come a long way. And the road ahead of us is nothing short of awesome. The choices these accomplishments afford us brings me back to one thing that's truly important to our success: support. I'm extremely proud of all we've accomplished in 2010 at TEMPO Milwaukee to help support you.

With a strong and committed membership, we stepped back early in the year to focus on growing the quality of the TEMPO Milwaukee experience. A strategic plan so many of you helped shape inspired refinements in processes and sparked a host of new initiatives we've rolled out and will continue to roll out. Everything from member nomination to new member

on-boarding, an orientation to monthly casual networking events. Our programs have amazing attendance, so many of you are bringing guests and nominating fantastic women for membership. We received rave reviews for our Leadership Event in October and a record number of nominations for Mentor Awards. Looking ahead, we'll launch a professional development program for our members and their companies in 2011 and new opportunities to bring you together.

Nice work ladies. We can all look back on 2010 with a lot to celebrate. Here's to a stellar 2011! I look forward to seeing you at the December 16<sup>th</sup> holiday party.

A handwritten signature in black ink that reads "Kimberly Kane". The signature is written in a cursive, flowing style.

## Milwaukee Women inc. Releases 2010 Research on Top 50 Public Companies

### Wisconsin Public Companies Making Small Gains in Board Diversity

The latest research conducted by Milwaukee Women inc. highlights small gains in women being appointed to boards and the executive suites of Wisconsin's top 50 public companies. Key findings in this year's research include:

- Women now comprise 12.8% of directors, compared to 12.1% in 2009. The increase represents a net gain of only three board directorships held by a woman.
- Women executives comprise 12.9% compared to 12.8% in 2009. The increase represents a net gain of only one executive position held by a woman.

The following public companies have 25% or more women directors: Alliant Energy Corporation, Associated Banc-Corp, Journal Communications, Manpower, School Specialty, and Sensient Technologies.

Public companies in Wisconsin with 25% or more women executives include: Alliant Energy Corporation, Assisted Living Concepts, Badger Meter, Harley-Davidson, Johnson Outdoors, Journal Communications, Manpower, MGE Energy, Renaissance Learning, and Snap-on.

Thirteen companies (26%) still have no women directors, which remains unchanged from 2009. Twenty-one

companies (42%) have no women executives and this number remains unchanged from 2009.

The research also shows:

- Thirty-seven companies (74%) have one or more women board members, up from 32 (64%) in 2003.
- The number of WI 50 companies with two or more women board members has more than doubled since 2003 - currently fifteen companies (30%) have two or more women board members, up from six (12%) in 2003.
- Among the eight WI Fortune 500 companies, all have at least one woman board member.

While this latest Milwaukee research specifically highlights changes in public companies, Milwaukee Women inc. is committed to increasing diversity on all corporate boards: public, private, large and small. MWi clearly recognizes that board candidates not only need proven leadership skills, but also experience across an array of functional skills including operations, international affairs, human resources, marketing, and finance.

Access to the summary research and full report may be obtained on MWi's website at [www.milwaukeewomeninc.org](http://www.milwaukeewomeninc.org). Research support was provided by the Wisconsin Women's Council.

Milwaukee Women inc. has set a goal for public companies to reach 25% women directors by 2014, and the organization will continue to act as a resource to CEOs and nominating committees. Through an alliance with Northwestern University's Kellogg School of Management, MWi's partner, the Greater Milwaukee Committee, can refer qualified women to a candidate pool to be considered for open board slots and can refer companies seeking directors to this important resource with the goal of enhancing diversity.

A recent Catalyst study found that inclusion of a critical mass of women and minorities in corporate leadership is correlated with better results: a 53% higher return on equity, a 42% higher return on sales and a 66% higher return on invested capital. And the Center for Work-Life Policy notes, "The fewer female managers a company has, the greater drop in its share price since January 2008", according to founder Sylvia Anne Hewlett.

For the complete MWi research report, [CLICK HERE](#).

MilwaukeeWomeninc

## Member News

**Corry Joe Biddle, Susan Ela, Bev Greenberg, Mary Meehan, Eileen Schwalbach, Nancy Sennett, Mary Ellen Stanek and Julia Taylor** were listed in the Business Journal's Power Book, which was included in the Nov. 19 print edition. The book lists the area's "Power Brokers" in 25 categories.

**Barbara Blutstien** has launched a new business, Blutstein Brondino Fine Art. The firm appraises and brokers fine and decorative art and antiques for the legal, asset management

and insurance industries, as well as the secondary market.

**Cheryl Farnsworth**, President, Succeedia LLC, is writing a book scheduled to publish in 2011 on using Myers Briggs to improve team performance. She is now conducting research to ensure the reliability of her new personality assessment tool. Cheryl is recruiting 20 volunteers to take the assessment. If interested in participating in this study, please email her at [cheryl@succeedia.com](mailto:cheryl@succeedia.com).

**Lucia Francis** is on-track to complete the 3rd and final year of her Cardinal Stritch University doctoral courses and will defend her dissertation following the course work. She is enrolled in the College of Education Leadership for the Advancement of Learning and Service doctorate program.

**Lori Gervais**, CFP®, Senior Vice President and Senior Investment Consultant in Baird's Mequon office, was once again selected to attend Barron's Winner's Circle Top Women Advisors Summit, a premier wealth management conference designed to promote best practices and generate new ideas among the best female financial advisors across the industry.

**Dr. Christine Harness** has accepted an invitation to join the board of the Collaborative Family Law Council of Wisconsin as the 2011 Chair of the Southeastern Chapter.

**Kira Lafond** was promoted to Director of Sales for Entercom Milwaukee. Kira previously served as General Sales Manager for the group. Entercom Milwaukee owns and operates 99.1 WMYX The Mix; 103.7 KISS FM and SportsRadio 1250.

**Joanne MacInnes**, Principal Consultant for Promote Donation, LLC, has recently been elected to the Advisory Board of the University of Wisconsin Hospital and Clinics Organ Procurement Organization (UWHC-OPO). Promote Donation, LLC provides consulting, advocacy and project management for organizations in the field of organ donation and transplantation.

**Rosemary Murphy** is on-track to complete the 3rd and final year of her Cardinal Stritch University doctoral courses and will defend her dissertation following the course work. She

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### CELEBRATING 20 YEARS IN 2011

Potawatomi Bingo Casino first opened its doors in March 1991 and, since then, has lead the way to revitalization of the Menomonee Valley. In just 20 years, the Casino and Forest County Potawatomi have created thousands of jobs, contributed to many local non-profit organizations, grew into the state's top attraction, and shared tribal values as well as a culture of social responsibility with all people. Imagine what we can achieve over the *next* 20 years.



1721 WEST CANAL STREET • MILWAUKEE, WI 53233 • 1-800-PAYSBIG • PAYSBIG.COM

Have you been promoted? Won an award? Started a new venture? Submit your Member News in 50 words or less. Email to [nrohlinger@tempomilwaukee.org](mailto:nrohlinger@tempomilwaukee.org).

## November Social Gathering Provides Networking Opps

TEMPO Milwaukee members gathered at the Horny Goat brew pub after work last month to socialize and network. The casual, after-work events are planned to provide TEMPO Milwaukee members with unstructured social time outside of the monthly meetings and programs.



Enjoying micro brews and conversation at the social event are (l-r) Rose Spano Iannelli, Sue Bartfield, Kim Wynn, Kimberly Kane, Linda Fellenz, Liz Fredrichs, Tracy Johnson, Lisa Attonito, and Karen Coy-Romano.

## TEMPO 2010-2011 Theater Goers Febraury 2011 Performance Schedule

Join TEMPO and Professional Dimensions members for dinner and a show!

***Jacques Brel is Alive and Well and Living in Paris***

Wed. Feb. 2, 2011, 5:30 p.m. dinner, 7:30 p.m. performance  
Skylight Opera Theatre, 158 N. Broadway

Deadline to sign up: January 12, 2011

Tickets \$62 each. Dinner purchased separately.

***Big Boys***

Thurs. Feb. 10, 2011, 5:30 p.m. dinner, 7:30 p.m. performance  
Next Act Theater, 10th St. location, 628 N. 10th Street

Deadline to sign up: January 21, 2011

Tickets \$26 each.

Order form available at [www.tempomilwaukee.org](http://www.tempomilwaukee.org).

## TEMPO Social Gathering Planned for December 21

Join us for a TEMPO Milwaukee member social gathering. Nov. 21, 2010, 5:00 p.m. - 7:00 p.m. Cash bar.

Indulge Wine Bar

708 N. Milwaukee St.

Indulge is a sleek and stylish urban wine room featuring artisan cheeses, decadent chocolates and pates.

All of your relationships should be this rewarding.

For over 120 years, Associated has developed customized approaches for people and businesses by cultivating relationships. We're able to provide everything you need in a partner – smart, sophisticated services and solutions for your personal and business success.

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## November Meeting Panel Explores the Role of Business in K-12 Education in Milwaukee



Panelists (l-r) Eileen Walter, Mike Mervis, Abby Ramirez, and Garrett Bucks with moderator Mark Sabljak, publisher of The Business Journal.

By Patti Wenzel, Third Coast Digest, Nov. 24, 2010  
Excerpted from article  
*Businesses + Schools = Successful Students*

One day after MPS Superintendent Dr. Gregory Thornton said that Milwaukee businesses and schools need to partner together to improve the success of students, business leaders sat down to discuss how that can come to fruition.

Teach for America Milwaukee director Garrett Bucks and Schools That Can Milwaukee Co-chair Abby Ramirez brought the education side to the table while Mike Mervis, Vice-President of Zilber, Ltd. and Eileen Walter, Director of Global Community Relation at Rockwell Industrial Automation discussed the business perspective on education.

Although the mood was decidedly positive, all of the panelists agreed that the partnership between businesses and schools desperately needs to be rebuilt, and that this discussion is long overdue.

### Getting Involved

The audience asked questions of the individual panelists and were invited by Bucks to tour a high-performing MPS school and compare it with a lower performing MPS school.



Jennifer Mattes, Laura Lukas and Peggy Williams-Smith attended the panel discussion.

### The audience said...

“Very interesting and relevant topic. Nice coordination of panelists and great event overall!”

“Excellent program which stimulated additional discussion after the meeting.”

“Relevant, topical, and with impact for all TEMPO members. A great program.”

“I liked the diverse nature of the panel - with the youthful viewpoint of Abby and Garrett and the historical view from Mike. Eileen provided great insight, too.”

“Substantive, with a specific call to action for the members.”



Ann Stadler and guest Krista Brookman networked at the meeting.

## Welcome New TEMPO Milwaukee Members *Send an Email to Greet Our New Members!*

Please welcome our new members by sending them an email, inviting them to lunch or introducing yourself at the next meeting. Encourage new members to attend a committee meeting and get involved with TEMPO. Each new member's email address appears at the end of their bio. Help make them feel welcome and a part of TEMPO Milwaukee!



**Paula Davis-Laack** is a resilience coach, facilitator, trainer, author and speaker. Paula uses a resiliency model to help people thrive through challenge and change and build the necessary resources to pursue what matters most in life. She was an attorney for seven years before recently completing the master's program in applied positive psychology at the University of Pennsylvania. In addition, Paula is part of an elite training team that provides resilience training for the U.S. Army, the first training of its kind in the military designed to improve leadership and performance in combat and within the soldiers' day-to-day lives.

Email: [paula@marieelizabethcompany.com](mailto:paula@marieelizabethcompany.com)



**Donna Jamieson** is Executive Director for Patient Care at Children's Hospital of Wisconsin. She has over 15 years of progressive leadership experience in various academic medical centers. Donna earned a master's degree in nursing from the University of Illinois at Chicago and a bachelor's degree in nursing from Elmhurst College, Elmhurst, Ill.

Email: [dfjamie@wi.r.com](mailto:dfjamie@wi.r.com)



**Kristie Zahn** is Vice President of Human Resources (HR) for Badger Meter, Inc. She has expertise in International Talent Management, Global Human Resources Process Improvement and Leadership Development. She has more than 20 years experience in HR, working for companies including University of Wisconsin-Parkside and Rockwell Automation Control Systems. Kristie is certified to administer feedback on Meyers-Briggs and 360 Instruments and holds a master of management from Northwestern University.

Email: [kzahn@badgermeter.com](mailto:kzahn@badgermeter.com)

## Member News

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is enrolled in the College of Education Leadership for the Advancement of learning and Service doctorate program.

**Lynn Sprangers** will join Mount Mary College as an Executive in Residence for Women's Leadership, a position developed to help strengthen the college's impact in the community. Lynn will begin her post after the new year and after wrapping up the 2010 United Way of Greater Milwaukee Campaign for which she is a co-chair.

**Krista Verhein** has accepted a new internal position within Cisco Systems, Inc. as a Partner Account Manager. In her new role she will provide TelePresence video solution support to AT&T and their customers. Cisco video solutions range from the immersive three screen systems, to various room based and pervasive desktop solutions.

# UpComing Events

Upcoming events are posted on the website at [www.tempomilwaukee.org](http://www.tempomilwaukee.org) a few months in advance. Please register online.

## Thursday, December 16, 2010

*TEMPO Milwaukee Holiday Meeting*  
11:30-1:30 p.m. at Potawatomi Bingo Casino Dream Dance Restaurant  
Members only event.

## Tuesday, December 21, 2010

*TEMPO Milwaukee Social Event*  
5:00-7:00 p.m. at Indulge Wine Bar  
708 N. Milwaukee St. Cash bar.

## Wednesday, January 19, 2011

*New Member Orientation*  
**11:30-1:00 p.m.** The Business Journal  
825 N. Jefferson Street

## Thursday, January 20, 2011

*TEMPO Milwaukee Member Meeting*  
11:30-1:30 p.m. at the University Club  
Members included, Guests: \$30  
Speaker: Gail Marks-Jarvis, Columnist, (Chicago Tribune) and author of *Saving for Retirement without Living Like a Pauper or Winning the Lottery*.

## Wednesday, February 2, 2011

*TEMPO Theater Goers Program*  
5:30 p.m. dinner, 7:30 p.m. performance  
Skylight Opera Theater *Jacques Brel is Alive and Well and Living in Paris*  
Deadline to sign up: January 12, 2011  
Tickets \$62 each. Dinner paid separately.

## Thursday, February 10, 2011

*TEMPO Theater Goers Program*  
5:30 p.m. dinner, 7:30 p.m. performance  
Next Act Theater, 10th St. location.  
*Big Boys*  
Deadline to sign up: January 21, 2011  
Tickets \$26 each. Dinner paid separately.

## Thursday, February 17, 2011

*TEMPO Milwaukee Mentor Awards*  
11:30-1:30 p.m. at The Pfister Hotel  
\$65 per person. Sponsorships are available.

## Thursday, March 17, 2010

*TEMPO Milwaukee Member Meeting*  
11:30-1:30 p.m. at the University Club  
Members: included, Guests: \$30  
Speaker: Jacquelyn Fredrick, President & CEO of Blood Center of Wisconsin, Inc.

## To Register:

- Visit [www.tempomilwaukee.org](http://www.tempomilwaukee.org)  
Click on "login" circle at the top right-hand side of the screen

Your **username** is your first initial and your last name, with no spaces, lowercase. If you've forgotten your password, contact the TEMPO Milwaukee office.

- Click on the event link
- Click submit [if you are bringing a guest, enter the number of guests and follow the prompts for payment]  
*TEMPO Milwaukee accepts Visa, MasterCard, DiscoverCard and American Express.*

## TEMPO Milwaukee

301 W. Wisconsin Ave., Suite 300  
Milwaukee, WI 53203

Ph: 414.905.0117 • Fax: 414.272.7051  
[www.tempomilwaukee.org](http://www.tempomilwaukee.org)

## Executive Director

Tracy Johnson  
Cell: 414.698.7474  
Email: [tjohnson@tempomilwaukee.org](mailto:tjohnson@tempomilwaukee.org)

## Office Hours:

Monday-Friday • 8:30 a.m. to 5 p.m.

## Member Services Coordinator

Nathania Rohlinger  
Ph: 414.336.5914  
Email: [nrohlinger@tempomilwaukee.org](mailto:nrohlinger@tempomilwaukee.org)

TEMPO Milwaukee program meetings are held from noon -1:30 p.m. on the third Thursday of most months at The University Club, 924 E. Wells St., Milwaukee.

## Board of Directors 2010-2011

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### Past President

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