

Being a Woman Executive in a Large Company TEMPO Milwaukee's March program to feature Debra Steigerwaldt Waller, CEO of Jockey International

Debra Steigerwaldt Waller is the CEO of Jockey International, the largest woman owned company in Wisconsin. Although Jockey does not disclose financial data, the company has been listed among the 500 largest private companies by Forbes magazine.

A graduate of Carthage College, Debra taught special education and worked at a savings and loan before joining Jockey in 1982. She spent 19 years in a variety of positions and was instrumental in launching 'Jockey for Her' in the 1980s before becoming CEO in 2001 following the death of her mother.



Debra is currently on the Board of Directors of The Dave Thomas Foundation for Adoption. She is also the founder of Jockey Being Family, a corporate citizenship initiative committed to strengthening adoptive families for successful futures. In the past, Debra has served on the boards of Church Mutual Life Insurance Company and M&I Marshall & Ilsley Bank. She is a founding member and has served on the Board of Directors of MargaretAnn's Place. Debra lives in the Kenosha area with her husband and three children.

Debra will address TEMPO Milwaukee members about being a woman executive in a large company and the challenges that she faces.

She will also talk about the corporate culture of philanthropy that she has created.

The Details

Date: Thursday, March 18

Time: noon – 1:30 p.m.

Location: University Club

Members: no charge / guests: \$30

Register at www.tempomilwaukee.org

This meeting is proudly sponsored by TEMPO Milwaukee's corporate partner, Potawatomi Bingo Casino.

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LinkedIn Group Connects TEMPO Members

TEMPO Milwaukee has a LinkedIn group to connect our members in yet another meaningful way. The group serves members who want to share information, make announcements, or continue building their networks.

LinkedIn provides many benefits beyond building networks. Through simple profiles, users manage contacts, access resources and make

recommendations. LinkedIn group members are encouraged to start discussions with other group members by simply posting a question or a comment in the "Discussions" area.

The LinkedIn Answers forum connects industry experts to help users find trustworthy knowledge and information. LinkedIn News provides

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E-Beat Offers Expanded Member Communications

Last month, you should have received your first **TEMPO Milwaukee E-Beat** via e-mail. We hope you found the announcements to be useful.

If you would like your project, search or event to be listed in an upcoming **E-Beat**, the deadline for submissions is the 17th (or closest weekday) each month. **E-Beat** will be distributed on approximately the 20th of the month.

Submissions must be no more than 300 words and include clear contact information. The fee for this service is \$25 per listing for members and \$40 per listing for non-members. A listing consists of one issue of **E-Beat**. Unless you state otherwise, each submission will be used for only one month. If you'd like to repeat the submission, you will be charged accordingly.

E-mail submissions to tempo@tempomilwaukee.org with the subject line: E-Beat. If it is not sent to the TEMPO

LinkedIn, *cont.*

an outlet to discuss and read the latest information about companies or industries. LinkedIn is free to anyone who registers.

To join the TEMPO Milwaukee LinkedIn group:

- 1) visit www.Linkedin.com
- 2) sign up for an account (if you do not already have one)
- 3) in the lefthand column, click on 'groups'
- 4) on the right side of the page, click on 'Group Directory'
- 5) type "TEMPO Milwaukee" and search
- 6) click on 'Join the Group'

Because this group is open to TEMPO members only, the group has an administrator who will grant access to members within a day or so of the request. Please join today. We currently have almost 100 members, and discussions are taking place. We want to hear from you.

mailbox with this subject line, it will not be accepted. Payment may be made with credit card or with check.

NOTE: **E-Beat** will only be distributed via e-mail. Be sure to let us know if your e-mail address changes so that you can make the most of your TEMPO membership.

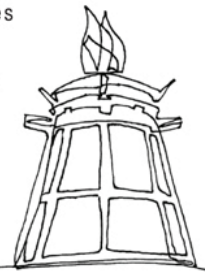
Gde jê nare go men
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Potawatomi Bingo Casino has a tradition of responsibility that is rooted in centuries-old Native American beliefs and values that include respect, integrity and honesty.

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From the President

Mentors Yesterday and Today

By Gina Alberts Peter
TEMPO Milwaukee President

TEMPO Milwaukee should be very proud of the outstanding Mentor Event that was held last month. It marks the 20th anniversary of the event and it was an excellent way to celebrate mentors!

According to Wikipedia, Mentor was the lead character in a book written back in 1699 in France.

This is the source of the modern use of the word mentor: a trusted friend, counselor or teacher, usually a more experienced person. Believe it or not, the student of a mentor is called a protege. I am sure that many of us have been mentored by others and think of ourselves as mentees and not proteges.

TEMPO also embarked this year on a new Mentor Committee, led by Louise Hermsen, which has taken on the task of getting a formal mentoring program underway within our organization. The enthusiasm for the program is contagious and if you did not sign up as a mentor or mentee (protege) this year, be sure to do it when they look for more people to join the formal mentoring program in the future.

Our March program features Debra Waller, the CEO of Jockey International. When I was a very young banker in my 20's, I had taken

our CEO for a lunch meeting with Outboard Marine in Waukegan, IL. On the way back from the lunch, the CEO told me that we were going to stop by Jockey's headquarters in Kenosha because he wanted to allow Donna Steigerwaldt (Debra's mother and Jockey's CEO at the time) to select which of three experienced bankers she wanted to work with. When she saw



me, she thanked the CEO for bringing a woman to handle her account and did not want to even consider the other three candidates who were male!

Debra Waller was working for Jockey at the time, running Jockey for Her which was a newer division since Jockey historically had only sold underwear for men. Debra has also been instrumental in Jockey Person to Person which is a way of selling Jockey products through home parties. She will allow time for questions, so come and hear her story at our March meeting.

TEMPO Theater Goers 2009-10 Season

Join other TEMPO Milwaukee members for dinner and theater. For details and a registration form, contact Kim Wynn at kwynn@whdlaw.com.

• Thursday, May 26, 2009 RENT

Skylight Opera Theatre
Dinner at 5:30 p.m. at Coquette, 316 N. Milwaukee St, a modern take on Puccini's 1896 classic, *La Boheme*, set in 1989 New York City's thriving Bohemian East Village. With a driving rock score integrating dance, pop, rock 'n roll, R&B and salsa, RENT features video artists, performance artists, guitarists, strippers, cross-dressers and drug



addicts all trying to find themselves and find their way in a tumultuous society. RENT sings of our time; of facing an uncertain future with courage, humor, loyalty and love; of celebrating life while struggling to make it. Tickets at \$54 each.

Mentoring Circle Rounds Out Membership Experience

A TEMPO Milwaukee member who is involved in one of our first Mentor Circles asked that we share her thoughts...

“Having just participated in my first meeting with my Mentor Circle, I wanted to say how much I absolutely enjoyed it. It was so energizing just to listen to the mentors discuss their lives and their careers.

This is what I am missing from the TEMPO meetings. The chance to interact one-on-one, or in smaller groups, and really get some in-depth knowledge of the wide variety of experiences of the various members.

TEMPO Milwaukee has some amazing women and I want to meet them all and learn from them. To go to a TEMPO meeting and meet

someone new and learn from them is like having a positive affirmation for that day.”

For more information about our mentoring programs, contact Director of Mentoring Louise Hermsen at lhermsen@wi.rr.com.

Slate of Officers Announced

The 2010/11 slate of officers will be verbally announced at the March 18th TEMPO membership meeting, and elections will take place at the April 15th TEMPO Milwaukee membership meeting. The slate below was assembled by the nominating committee, which consists of the Board Development chair, incoming President, current President and two at-large TEMPO members in good standing.

The annual meeting will be held at the University Club from noon to 1:30 p.m. on Thursday, April 15, 2010.

As stated in the Tempo Milwaukee Bylaws, Article VIII, Section 3.

Election of Officers:

E. Officers and directors shall be elected at the April meeting. Active, retiree, and members in transition in good standing are qualified to vote. Any candidate who receives

a majority of all votes cast shall be declared elected.

F. Proxy votes may be cast by notifying the nominating committee chairperson in writing before the election. Please submit proxy votes to tempo@tempomilwaukee.org and they will be taken to the nominating committee.

Proposed Slate 2010-2011 Board of Directors –

Executive Committee

Past President	Gina Alberts Peter <i>M&I Bank</i>
President	Kimberly Kane <i>MediaSpirits/The NOVO Group</i>
President-elect	Amy Rislov <i>Aurora Healthcare</i>
VP Programs	Jennifer Bartolotta <i>The Bartolotta Restaurants</i>
VP Communications	Susan Falk <i>The Falk Group PR</i>

Treasurer	Julie Cashman-Kuhn <i>Titus</i>
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Secretary	Sandy Wysocki <i>The Business Journal</i> <i>Serving Greater Milwaukee</i>
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Directors

Hon. Kitty Brennan <i>Court of Appeals, District 1</i>

Lisa Froemming <i>Columbia St. Mary's Foundation</i>

Denise Goergen <i>Reinhart Boerner Van Deuren</i>
--

Louise Hermsen

Amelia Macareno <i>Wells Fargo</i>

Linda Newberry-Ferguson <i>Kindred Healthcare</i>
--

Mary Scheibel <i>Scheibel Halaska, Inc.</i>
--

Peggy Williams-Smith <i>Marcus Hotels</i>
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Two TEMPO Milwaukee Members to Be Honored Among 40 Under 40

We are proud to announce that two members of TEMPO Milwaukee – Raquel Filmanowicz and Peggy Williams Smith – will be honored as winners of The Business Journal's 40 Under 40. The 40 winners are all people under the age of 40 making a difference in the business world.



Raquel M. Filmanowicz has been the Health Communications Officer for the City of Milwaukee Health Department since October 2002, where she is responsible for all media relations for the department including strategic internal and external communications. In addition, she serves as the Department's

liaison to the Mayor's office, elected officials, and other department heads for press releases, special events and announcements and public relations matters. A native of Chicago Raquel holds a BS in Business Management from Cardinal Stritch University. She's married to Stephen J. Filmanowicz and has three children. She and her family live in the Milwaukee neighborhood of Riverwest.



Peggy Williams-Smith attended UW-Milwaukee and began her career in hospitality operations at a semi-private country club. She has been with Marcus Hotels & Resorts for twelve years, in various positions throughout the company. She recently became Corporate Director of Catering for the Hotel Division.

The 40 Under 40 Awards Dinner will be held on Monday, April 12 from 5- 8 p.m. at the Pfister Hotel. If you would like to be part of the TEMPO Milwaukee table, please

contact Tracy at tjohnson@tempomilwaukee.org by March 26th so we can arrange payment. Individual tickets are \$100 and checks should be made to The Business Journal but sent to the TEMPO Milwaukee offices.

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2010 Mentor Event Honors Past & Present Mentors

Clockwise from top:

Joanne Ratcheson, Columbia St. Mary's; **Dr. Joan Prince**, UW Milwaukee; **Candy Walton**, American Red Cross

Beverly Greenberg, Aurora Healthcare Foundation; **Nancy Noeske**, Noeske and Associates; **Sister Camile Klichban**

Dr. Phyllis King, UW Milwaukee; **Sandy Wysocki**, The Business Journal of Greater Milwaukee, and **Maria Monreal Cameron**, HCCW

Michelle Van Eaton and **Kelly Skindzelewski**, Potawatomi Bingo Casino; **Patti Gorsky**, Make a Wish Foundation of Wisconsin

Co-emcee, **Mary Alice Tierney**, Right Management



UpBeat



Clockwise from top:

Children's Hospital and Health System team, 2010 TEMPO Mentor Award Recipients

Mary Dowell, Johnson Controls; **Patti Cadorin**, M&I Bank; **Tracy Shilobrit**, StrateVantage Communications, LLC

Dr. Joan Prince, UW Milwaukee; TEMPO Milwaukee President **Gina Alberts** **Peter**, M&I Bank; **Peggy Troy**, Children's Hospital; **Mary Alice Tierney**, Right Management

Patricia Ramirez, Rockwell Automation; **Lynn Sprangers** and **Kathy Schwab**, Milwaukee Brewers



Member Survey Results

Each year, TEMPO Milwaukee conducts a survey of our membership to better understand who our members are and how the organization is meeting their needs. We ask questions about demographics as well as about program meetings, communications and charitable work in the community. We derive valuable information from these answers that shape many of our TEMPO activities, initiatives and programming. For 2009, we received responses from nearly 40% of the membership. We thank you for your time and feedback!

Which of following most closely describes your industry?

Professional & Business Svcs	26.14%
Financial Activities	15.91%
Education	13.64%
Other	13.64%
Health Services	9.09%
Government	4.55%
Manufacturing	4.55%
Transportation and Utilities	4.55%
Information	2.27%
Wholesale and Retail Trade	2.27%
Construction	1.14%
Leisure and Hospitality	1.14%
Natural Resources and Mining	1.14%

Which of the following describes the sector you work in?

Services	40.00%
Nonprofit	26.67%
Other	20.00%
Government	5.56%
Manufacturing	4.44%
Retail Trade	3.33%
Distribution/Wholesale	0.00%

Which of the following best describes your position?

CEO/President	27.27%
VP/Division Head	21.59%
Management	18.18%
Other	15.91%
EVP/Senior VP	10.23%
Technical/Professional	6.82%

Which age group do you fall into?

18-25	0.00%
26-35	3.41%
36-45	25.00%
46-55	31.82%
56-65	36.36%
66+	3.41%

What range best describes your total compensation? Please note that the responses will remain anonymous.

Less than \$50,000	2.38%
\$50,000 to \$75,000	5.95%
\$75,000 to \$100,000	14.29%
\$100,000 to \$150,000	33.33%
\$150,000 to \$200,000	9.52%
Greater than \$200,000	22.62%
Prefer not to disclose	11.90%

Urgent issues that are most important to TEMPO Milwaukee members include:

- Cost of healthcare
- Women in c-suite positions
- The economy
- Cost of doing business

72% of members participate on for-profit or non-profit boards. TEMPO members sit on more than 100 non-profit boards.

10,000 volunteer hours each year are donated back to the community by TEMPO members.

Individuals donate their time, talent as well as hundreds of thousands of dollars each year (survey sample projected a total of nearly \$675,000 of individual giving).

Nearly all TEMPO Members completing the survey noted that they make political contributions.

A full 79% ranked growing the company they lead as a goal, with 51% of those respondents listing it as an immediate to urgent goal.

Half of our members attend five or more TEMPO Milwaukee meetings each year. 91% find the meetings to be useful and valuable.

Meeting and Event Registration Tips

Each month you receive e-mail notices about our upcoming meetings. Each month we have a few people who request assistance with the website. Here are some tips to make sure you're doing things right on your end:

- Make sure you are using the correct login. It should be your first initial and last name (examples: Mary Smith would use MSmith. Mary Ellen Smith would also use MSmith. Mary Smith Jones would use MJones. And Mary Smith-Jones would use MSmith-Jones.)
- If you need to confirm your password, contact dana@barefoot-marketing.com and she will be happy to do that with you.
- In order to register for an upcoming meeting, first login. Then click the event listing on the right-hand side of the home page. This should take you to event details. At the bottom of that window it will say something to the effect of "To register, click here". That is the link you need to register for yourself and guests.
- If you have already registered, the website will give you a prompt to let you know that.
- After you have registered successfully, you will see a confirmation page and will also receive a confirmation e-mail that can serve as your receipt.

If you've done all these things, and still have questions or concerns, feel free to contact Dana. Due to the large number of members, we are not able to accept reservations made by simply replying to a meeting reminder. We need you to register via the website, and appreciate your cooperation very much.

Welcome New Members



Margie Cochran (pronounced with a hard "g") was named Senior Vice President/Advertising of the Milwaukee Journal Sentinel in October 2008. She joined the paper from the Gannett-owned Arizona Republic in Phoenix. Margie has responsibilities for all sales divisions of the Journal Sentinel, JSOnline and Specialty Media. She competes in the equestrian sport of dressage with two of her horses. Her husband, Ed, their dog and cat are currently residing in Brookfield.



Dr. Christine Harness received her undergraduate degree from Alverno College, and her Ph.D. from UWM. She specializes in Industrial/Organizational (I/O) psychology, with a focus on executive coaching and building strong and productive leadership teams. Dr. Harness was the primary editor and contributing author of an I/O college text that is in use nationally. She is a member in good standing of the American Psychological Association, the Wisconsin Psychological Association, The Executive Committee (TEC), and the Collaborative Family Law Council of Wisconsin. Dr. Harness has taught as an adjunct professor at UWM, Marquette University, and Cardinal Stritch College. She is the mother of two daughters and is learning to enjoy an empty nest and the gift of time that accompanies it.

UpComing Events

Upcoming events are posted on the Web site at www.tempomilwaukee.org a few months in advance. Please register online.

Board of Directors 2009-2010

President

Gina Alberts Peter ■ M&I Bank

Past President

Nancy Hernandez ■ ABRAZO

President-Elect

Kimberly Kane ■ The NOVO Group

Treasurer

Julie Cashman-Kuhn ■ Titus

Secretary

Jennifer Bartolotta ■
Bartolotta Restaurants

Vice President, Programs

Amy Rislov ■ Aurora Health Care

Vice President, Communications

Lisa A. Froemming ■
Columbia St. Mary's Foundation

Directors:

Board Development

Hon. Kitty Brennan ■
WI Court of Appeals

Community Influence

Mary Scheibel ■ Scheibel Halaska

Community Relations

Amelia E. Macareno ■ Wells Fargo

Membership

Peggy Williams-Smith ■
Marcus Hotels & Resorts

Member Retention

Denise Goergen ■
Reinhart Boerner Van Deuren s.c.

Mentoring

Louise Hermsen

Leadership Event

Heather Fields ■
Reinhart Boerner Van Deuren s.c.

Mentor Event

Sandy Wysocki ■ The Business Journal

Thursday, March 18, 2010

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. at the University Club
(incl. for members, guests \$30).

Speaker: Debra Waller, CEO of Jockey
International

Thursday, April 15, 2010

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. at the University Club
(incl. for members, guests \$30).

Speaker: Bert Davis, CEO of the
Milwaukee County Zoo

Thursday, May 20, 2010

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. at the University Club
(incl. for members, guests \$30).

Speakers: Nick Turkl, CEO of Aurora
Health Care, and Sue Ela, Executive Vice
President and Chief Operating Officer of
Aurora Health Care

Thursday, June 17, 2010

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. Location TBD.
(incl. for members, guests \$30).

Speaker: Aoy Mitchel, joint meeting with
Women in Science.

Thursday, July 15, 2010

TEMPO Milwaukee Social Event

Details TBD.

Thursday, August 19, 2010

TEMPO Milwaukee Member Meeting

Details TBD.

Thursday, September 16, 2010

TEMPO Milwaukee Member Meeting

Noon-1:30 p.m. at the University Club
(incl. for members, guests \$30).

Speakers: Wisconsin Supreme Court
Justice Patience Drake Roggensack and
her daughter Circuit Court judge Ellen
Brostrom.

Thursday, October 21, 2010

TEMPO Milwaukee Leadership Event

Details TBD.

TEMPO Milwaukee

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Executive Director

Tracy Johnson
Cell: 414.698.7474
Email: tjohnson@tempomilwaukee.org

Office Hours:

Monday-Friday ■ 8:30 a.m. to 5 p.m.

Newsletter Editor

Dana Kader Robb
Ph: 414.463.0758
Email: dana@barefoot-marketing.com

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.