

TEMPO's December Membership Meeting @ Blu in the Pfister Hotel



The Details

When: Thursday, December 15, 2011
 Time: 11:30 a.m. - 1:15 p.m.: Networking and Social
 Where: Blu at the Pfister Hotel
 Fee: no fee for members | no guests please

We look forward to seeing you at the TEMPO Holiday gathering at Blu in the Pfister Hotel. Mix and mingle with other TEMPO members and pick up your new TEMPO directories. We will also be accepting donations for Feeding America or Second Harvest.

Congratulations to Mentor Award Winners

Congratulations to the three winners of the 2012 annual TEMPO Mentor Awards: Dr. Earnestine Willis, Lisa Froemming, and Deloitte. The judges were challenged to select from a number of outstanding nominees and the committee wishes to thank everyone who submitted a nomination. Honorees were selected based on their accomplishments in the areas of mentoring of others, community leadership and business leadership. Each award winner will have the honor of selecting a college or university to be the recipient of a \$5,000 scholarship.

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Due to our generous sponsors, the TEMPO Mentor Award program has collectively awarded over \$140,000 in scholarship dollars to female students in higher education programs.

Sponsorships, starting at \$1,500, are currently available for this uplifting TEMPO signature event. Corporate tables are still available but are going quickly.

Please contact Rose Spano Iannelli at rspano@spanopratt.com for sponsorship information or visit the TEMPO web site at www.tempomilwaukee.org

Read about this year's recipients on page 4.

The Details

When: Thursday, February 16, 2012
 Time: 11:00 a.m. - noon: networking
 Noon- 1:30 p.m.: program
 Where: Pfister Hotel
 Fee: \$65
 Register: www.tempomilwaukee.org

From the President

Our Gifts

Reflecting on the end of another great year made me consider all that I am thankful for. Of course, first and foremost, I am thankful for my loving family. I am also thankful for the TEMPO Milwaukee Board's passion and commitment, Tracy Johnson for her tireless drive to make TEMPO Milwaukee a stronger organization each year, and to our members of this incredible organization who have such an extraordinary commitment to one another and to the organization.

I'm thankful for the amazing leaders that I have known throughout my career, those who have retired this year or are ready to do so, and the gifts they have given me. As I have moved along in my career, few great women and men have provided opportunities that were pivotal in molding me into the leader I am. While I am not at the end of my career, I have reached a point where I have a deep understanding of the commitment and impact these people have had on my success, my growth, and my perspective as a leader. They were thoughtful about succession planning for their team. While it may not have been as formal as we know today, with standard forms and plans, they identified talent and devoted time and energy to provide stretch assignments and took risks to allow for success or failure both inside and outside the organization. These leaders were also supportive and committed to allowing me to find a way to balance life and work in a way that made success with both possible. At first I wasn't conscious of what was happening, but looking back over the last fifteen years, I now have a deep sense of gratitude for the gifts that were given to me and how these leaders impacted me personally and professionally. Not only did I benefit from their gifts over time, but looking ahead, I realize that they helped to shape my deep sense of commitment to the importance of giving time and focus to developing talent on my own team.

Two of these leaders who provided me so many gifts over the years have either retired or are poised to do so. They have left our team strong and with a great sense of passion and commitment not only to my organization and the people on my team but also to our community.

During this holiday season I thank all of you for your gift of helping others to grow, for your contribution to the success of one another in TEMPO Milwaukee, and for your intense commitment to continually making our community stronger.



If you have ideas on how we may leverage our upcoming work to develop TEMPO Milwaukee's strategic framework for the years 2012-2016, we invite you to participate in an interactive telephonic listening session on Friday, January 20th from 7:30 – 9:00 a.m. The number is 218.862.1001 / pass code: 1007318#. Please RSVP to Tracy Johnson at tjohnson@tempomilwaukee.org.

Best wishes to you and yours this holiday season.

A handwritten signature in cursive script that reads "Amy J. Rislov".

Amy Rislov
President, TEMPO Milwaukee

A special thanks to Mary Machare of Machare and Associates for her work in taking the photos at TEMPO Events—view more at TEMPO's Facebook page at: <http://www.facebook.com/pages/Tempo-Milwaukee/102571279840483>

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November Meeting Recap

Cynthia LaConte, CEO of Dohmen, spoke at the November Meeting sharing her perspectives on change. If you would like to receive meeting materials, please contact TEMPO at tempo@tempomilwaukee.org



Tracey Klein, Kimberly Kane, Sue Pierman, Cynthia LaConte, Megan Martin, Dan Steininger, Linda Newberry-Ferguson



Rae Ann Good, Kathie Campbell and Sandra Holmes

“Cynthia LaConte is an inspiration to business and women. I have known of her company for many years and extremely impressed with her accomplishments!”

“Very inspirational speaker. Great leader and we are lucky to have her in Milwaukee and TEMPO.”

“Excellent topic and wonderful presenter. Beyond the presentation, I also appreciated the time spent with Q&A.”

Congratulations to 2012 TEMPO Mentor Award Recipients

Lisa A. Froemming has served since 2003 as Vice President for Institutional Advancement for Columbia St. Mary's and President/CEO of Columbia St. Mary's Foundation. In that role she leads philanthropy, marketing and communications for Columbia St. Mary's health system. Under her leadership the Foundation recently completed a \$42 million capital campaign for its hospitals in Milwaukee and Ozaukee counties, and more than doubled CSM's commitment to healthy communities through free clinics and outreach services.



Froemming previously served as Senior Vice President for External Affairs and Advancement for Milwaukee Public Museum, where she led education, marketing, philanthropy, membership, volunteers and the IMAX Theater. She has served multiple non-profit clients and organizations in the fields of development, planning and marketing. She is a frequent panelist and lecturer, and is active in local school and literacy support programs. She lives in Mequon with her two children and three standard poodles.

Dr. Earnestine Willis completed her graduate school training at Harvard Medical School, which was followed by her postdoctoral training for her masters in public health at Harvard School of Public Health. Currently, Dr. Willis' primary appointment is Kellner Professor in Pediatrics and her secondary appointment is Director of the Division of Health Equity and Urban Clinical Care Partnerships in the Institute of Health & Society (IHS) at the Medical College of Wisconsin (MCW).



She has over three decades of experience in addressing health disparities through the development of successful community initiatives such as the national model known as Community Pediatric Training Initiative, now anchored in the American Academy of Pediatrics; Reach Out and Read-Milwaukee as a site of a National Program to promote early literacy.

Among her many professional activities, she has a long standing track record of advocating for children by serving on many boards and has taken on various leadership positions at the local, state and federal levels.

Deloitte provides audit, tax, consulting, and financial advisory services to public and private clients spanning multiple industries. With a globally connected network of member firms in more than 150 countries, Deloitte brings world-class capabilities and deep local expertise to help clients succeed wherever they operate. As the largest of the Big Four firms in Wisconsin, more than 350 professionals work in the Milwaukee office and serve clients in over 20 industries. Deloitte also fosters a deep commitment to skills-based volunteering and pro-bono work through a multi-faceted community involvement strategy.

Deloitte.

Deloitte LLP is recognized as a leader in advancing women and as an employer of choice — thanks in large part to its “waging change” 18 years ago when it launched the Initiative for the Retention and Advancement of Women. That Women’s Initiative (WIN) has helped give Deloitte the intellectual capital to meet aggressive growth targets. The Deloitte Milwaukee Women’s Initiative board was established in 1993 and is currently comprised of 16 cross-functional members.

From The Wall Street Journal—Dominic Barton, Geena Davis and Debra Lee on why CEOs need to focus more on women (November 21, 2011)

The High Cost of the Gender Gap

Women now graduate from college in greater numbers than men and enter the work force at similar rates. Yet at every career stage, men are more likely to advance than women. In April, *The Wall Street Journal* convened a group of leaders to examine the causes of this disparity and identify key steps businesses can take to retain and develop female talent.

The Journal's Rebecca Blumenstein sat down with three members of the task force for the conference—actor Geena Davis, founder of the Geena Davis Institute on Gender in Media; Debra Lee, chairman and chief executive of Viacom Inc.'s BET Networks; and Dominic Barton, global managing director of McKinsey & Co., the research partner—to further discuss the issue of women and economic competitiveness. Here are edited excerpts of their conversation:

CEO Accountability

REBECCA BLUMENSTEIN: Dominic, what most surprised you about the research that McKinsey did for the task force on the role of women in the economy?

DOMINIC BARTON: First of all, this is an economic priority. This isn't about being politically correct. If you look back at our productivity growth, particularly in the U.S. but in other countries as well, from the 1970s until today, the fact that more women entered the work force was a big driver of GDP growth. In a snapshot, the number of women participating in the work force went from about 41% to 56% over a 40-year period. If they didn't join the

work force, that would have been a 25% hit to GDP.

But while we've seen a lot of progress over a 40-year period, our sense is that it's begun to plateau. I look at our own firm on that front, where we're trying to find the best talent in the world, and 25% of our intake are women, even though 58% of the college graduates are women. What's going on?

The second thing that struck me was if you look at the corporate world today, about 53% of the workers coming in are women. Then it dwindles. The female participation rate kind of goes 53% at the entry level, and then 37% at the next level up—lower-middle management. Then, at the VP level, it's 28%. And at the executive committee, it's about 14% and then, 3%.

And when you try to find out why, it's interesting to see that some of the barriers are not the traditional ones. There are issues about flexibility, but a lot of the barriers are actually around the mind-sets of senior executives. Can we really risk having a senior woman in this role? What if she leaves? What if she goes and has children? It's never said explicitly, but it's quite implicit in terms of what is happening.

MS. BLUMENSTEIN: Debra, you were also on the task force last year. Can you share with us some of the recommendations?

DEBRA LEE: 'It's about making sure you have representation on your executive team.'

DEBRA LEE: The first is holding the CEO accountable—that as the CEO, you have an obligation to make sure that women are able to move up the ranks in your company, whatever it takes, whether it's through mentoring programs or taking a personal interest in a couple of women executives yourself. The other is expecting that there's a balance of men and women in the C-suite, and again, holding others at that level accountable.

There was a data point that men are promoted on potential, and women are promoted on performance, which I had never heard of before, but I thought was very interesting. And so, one of the recommendations is that women should be promoted on potential. If you see a young woman who you know will go far at the company, she should be pushed along. Don't wait for her to do something amazing, which is usually the way it happens with women. There are corporate boards, which everyone agrees provide an amazing opportunity for women. CEOs should ensure there are women on their boards, but they also should recommend women within their company to serve on other boards. When I became COO of BET Networks, one of the great training grounds for me was the boards I served on. Being able to see other CEOs in action, and learning from them, and getting exposure outside my own company, and being able to network were very important.

MS. BLUMENSTEIN: Geena, you are well-known for your movie roles, but you've been very busy

(Continued on page 7)

The Importance of Being 'Nice'

From the Executive Director

The holidays are a special time of year when everyone is extra 'nice'. Despite the increased demand to get work done before year-end, pressures of coordinating family from out of town, and buying presents—most people seem to be a little nicer than usual—they share an extra smile, ask about the kids, hold the door for a stranger. All very simple things, but meaningful nonetheless.

As I prepare for TEMPO's holiday gathering, I reflect on my work with TEMPO members — and am continually thankful for the friendships, experiences, and the

genuinely nice people that are part of my each and every day. It struck me—that TEMPO members have figured out a very important business and life lesson: "It is really nice to be important, but even more important to be nice." I marvel at the kindness and selflessness that is shared with one another—with the realization that by helping one another, we all gain. At a meeting, I typically witness members connecting with new and old friends, asking 'how can I help you today?', or 'what do you think about that article in the paper, how does that impact you?' Conversations start, ideas are born,

business is done—that's what it's all about—right?

While I don't normally make New Years resolutions, I have proclaimed 2012 as the year to be nicer, to have a good attitude, and to trust that it will make a positive impact on every situation.

Sincerely,

Tracy Johnson

Members in the News

- ⇒ Darci Middaugh, a partner with RitzHolman CPAs, Milwaukee, has been appointed to the board of directors of Guardian Credit Union, West Allis.
- ⇒ Mary Scheibel, President of Scheibel Halaska has been named President of the Metropolitan Milwaukee Area Chamber of Commerce Council of Small Businesses.
- ⇒ Potawatomi Bingo and Casino recently received two Emmy awards for Outstanding Achievement in Commercials – Single Spot and Campaign for the casino's branding efforts in 2010.
- ⇒ Sara Meaney, partner with Hanson Dodge, will present on a panel for *BizTimes* on Economic Trends in January 2012.
- ⇒ Congratulations to Deanna Tillisch – she takes on a new role as President of the United Performing Arts Fund.

- ⇒ Congratulations to Wendy Bauman, WWBIC; Mary Meehan, Alverno College; Maria Monreal-Cameron, Hispanic Chamber of Commerce; Nancy Sennett, Foley and Lardner LLP; and Julia Taylor, Greater Milwaukee Committee, for being named to the *Business Journal* 2011 Power Book.
- ⇒ Linda Mertz, President of Mertz and Associates was quoted in the December 9th *Business Journal* in the article, "IPO on aisle 3".

If you have news to submit for the January edition of UpBeat, please submit by January 4 to tempo@tempomilwaukee.org with subject line 'member news'. Submissions must be fewer than 50 words. If they are not, we will use the first 50 words of the submission.

Continued from Page 5

these days with the Geena Davis Institute on Gender in Media. Can you share with us what your research has shown about how media shapes the way we all view the world?

GEENA DAVIS: 'We are showing kids a really almost '50s version of society.'

GEENA DAVIS: Everybody knows that in Hollywood, there are fewer interesting parts for women, and female characters are sexualized a lot. But what I didn't know until I had a daughter and started watching G-rated movies with her was that we are showing kids a really almost '50s version of society where there are far fewer female characters, and the ones that are there are highly stereotyped. They don't get to do very much. They're very much hypersexualized.

The first study we did on G-rated movies covered a 15-year span. We found that for every one female character, there are three male characters. In crowd scenes, there's only 17% female characters, which is very strange.

We just completed a study on the occupations in G-rated movies and found that 80% of the jobs are held by male characters. And of the women who hold jobs, there are no scientists, medical professionals, lawyers, politicians, business executives.

Clearly, we're transmitting a very disempowering and negative message about girls to kids.

Choosing Women

MS. BLUMENSTEIN: Dominic, you just laid out the McKinsey research. How is your company doing on this front?

DOMINIC BARTON: 'The fact that more women entered the work force was a big driver of GDP growth.'

MR. BARTON: We're not doing as well as we should be. If you look at the numbers, we're not where we need to be, so we're losing on the talent side. Part of it is the places we go to recruit—there's like 40% women in some of the business schools and so forth. But there's more that we can do, and we have to make it a priority. So if I think about appointments that I would do, if I have a choice between a man and a woman and they're equal in what they'll do, I will defer to the woman.

MS. LEE: Yes, I think one of the important things is to

keep focused on it. After I had been COO for four or five years, I looked around my senior staff meeting and it was 95% men. How did I let it get to this point? I had taken my eye off the ball. *(continued on page 8)*

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Gender Gap....Continued from Page 7

And it's not about quotas. It's about making sure you have representation on your executive team, and whether that's minorities or women, whatever it is, you have to retain a focus on it.

So the next several openings I had I just insisted that if there was a female and a male, that we would lean toward the female because I had to rejigger what I was dealing with in terms of an executive team.

I now have at least four or five female executives, and it's really turned the company around in terms of how we deal with each other.

MS. BLUMENSTEIN: Debra, to be fair, a lot of this has, in the past, been written off to women and childbearing. You have two kids. What role do you think that does or should play in the equation?

MS. LEE: With technology, you can do your job from anywhere now. And if you're committed to the company, you're going to put forth the effort.

I had two children during my 25 years at BET—my son is 22 years old, my daughter is 18. They were always part of my profession. They went to events with me. They knew what I did. They understood.

As an executive, you usually have flexibility to determine your schedule. If I had to take a red-eye back from Los Angeles to make it to the holiday program to see my son give one line, that's what I would do. You make it work.

The interesting thing I see now is that men are dealing with the same issues because of the rate of divorce, because men are now single fathers. I have male executives coming to me at 3 in the afternoon saying they need to leave for a soccer game. So it's not just women. It's an issue that companies have to deal with in general, and it shouldn't be used as an excuse of why women can't move up the ranks.

Women Leaders Conference—Not Business as Usual

Back by popular demand the 2012 Women Leaders Conference returns, **March 30**, for a day of inspiring education.

Hosted by the UWM School of Continuing Education, the event kicks off at the Pfister Hotel in downtown Milwaukee from 8:00 a.m.—5:00 p.m. The conference celebrates women who have pioneered in their fields and uncovers their proven methods for success. Attendees will learn from accomplished women, discover what inspires them and harness the energy to empower themselves.

Highlights of this year's conference include writer, lecturer, editor, and feminist activist, **Gloria Steinem**, as the keynote speaker. In addition, **Doris Christopher**, former CEO of Pampered Chef, and **Dr. France Córdova**, President of Purdue University, will also give keynote presentations.

In addition to the energizing keynote presentations, there will be boundless opportunities to network with colleagues and build beneficial relationships. A variety of educational seminars and panel discussions focus on important topics including:

- Empowering Women in Business and in Life
- Future of Feminism and Women in Leadership
- Launching Tomorrow's Leaders
- Reinventing Yourself
- Decision Making
- Speed Coaching
- Negotiation Skills

And much more!

Attendees are also invited to participate in an enriching **World Cafe** event following the main program from 4:00 p.m.—5:00 p.m. This event will expand on career development strategies through compelling small-group conversations.

For more information and to register, please visit sce-womenleaders.uwm.edu or contact Jan Allen at 414-227-3219 or allen3@uwm.edu.

TEMPO Welcomes New Members



Julie Anding is Senior Director of Employee Learning at Harley-Davidson Motor Company. In her current role she has responsibility for leadership development, technical and business skills training, creative services and learning management technology. Prior to joining the Motor Company, Julie worked in higher education as a career counselor. She currently serves on the University of Wisconsin-Milwaukee School of Continuing Education Advisory Board, the University of Wisconsin-Whitewater Letters & Science Dean's Advisory Board, The Wisconsin Regional Training Partnership Board and the Editorial Board for the *Journal of Psychological Issues in Organization Culture*. Julie holds a Bachelors degree in Psychology, a Masters in Guidance and Counseling and a Ph.D. in Human and Organization Systems. Email Julie at julie.anding@harley-davidson.com



Maria Luther is VP of Human Resources for Jason, a diversified manufacturing company with 3,600 employees in 13 countries. Prior to joining Jason in early 2011, Maria was Sr. Director of Human Resources for PotashCorp, the world's largest fertilizer enterprise. Maria graduated from Penn State University and Duke Law School. Her career in human resources was preceded by 14 years of private law practice and two years as in-house legal counsel for PotashCorp in Northbrook, Illinois, where she managed the company's global compliance program. Maria currently serves on the board of directors of the Milwaukee Chamber Orchestra Association and lives in Waukesha County with her husband, Glen. Together, they enjoy an active lifestyle that includes running, cycling and kayaking. Email Maria at mluther@jasoninc.com



Anne Martino has recently returned to Milwaukee from Chicago where she developed her skills as a marketing catalyst - developing innovative solutions for global business-to-business and consumer brands. Currently, she is Vice President of Interactive at HY Connect (formerly Hoffman York Advertising) where she leads mobile and online marketing initiatives for the agency's clients including Advocate, one of Illinois' leading healthcare systems. Most recently, she was Vice President of Corporate Marketing for Nokia Location and Commerce (formerly NAVTEQ), the global leader in digital map data for GPS-powered devices.

Martino has had a globally-focused career, with a foundation in marketing consumer packaged goods for SC Johnson and Kraft Foods. She has led integrated marketing and brand-building efforts in Europe, Asia and South America. She was an expatriate in Shanghai, China. Martino is a passionate and dynamic catalyst for innovative marketing solutions. She is also a voracious traveler, dedicated runner and rabid UW Badger fan. Email Anne at amartino@hyc.com

UpBeat

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Member Retention

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

Thursday, December 15th

TEMPO Member Meeting

11:30-1:30 p.m. | Blu at the Pfister
Members Only: no fee

Thursday, January 19th

TEMPO Member Meeting

11:30-1:30 p.m. | University Club
Members: no fee; Guests: \$35
Speaker: Charles Fishman, author,
"The Big Thirst"

Friday, January 20th

TEMPO Listening Session

7:30—9:00 a.m. | call in is
1.218.862.1001 and password:
1007318#

Wednesday, January 25th

New Member Orientation

11:30-1:00 p.m. | Business Journal
Offices | 825 N Jefferson Street
No Fee

Friday, January 27th

Professional Development Program

7:30-9:30 a.m. | Italian Conference
Center
"Working With Different Personality
Types" - Presenter *Trish Broskowski,*
Director of Talent Management at
Rockwell Automation
\$30 per person

Thursday, February 16th

TEMPO MENTOR EVENT

11:00-1:30 p.m. | Pfister Hotel
\$65 per person

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trends—and share information with the
TEMPO membership:

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Linkedin: [CLICK HERE](#)



To Register:

- ⇒ Visit 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

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