



IMPACT REPORT

45 YEARS
OF FURTHERING
THE IMPACT
OF WOMEN LEADERS



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TEMPO Milwaukee Video

ABOUT TEMPO MILWAUKEE

On February 6, 1975, four female leaders set out to change the landscape for themselves and other executive, management and professional women. They gathered to participate in the first TEMPO Business and Professional Women's Club of Milwaukee, Wisconsin which has grown and evolved into what is known today as TEMPO Milwaukee.

MISSION: To further the impact of women leaders in our community.

VISION: A society where executive women share an equal place in leadership, policy and decision-making.

OUR MISSION IN ACTION:

ADVOCATE, **ELEVATE**, **ACCELERATE**.

- We **advocate** on behalf of women, advancing their interests within the community.
- We **elevate** member awareness by sharing knowledge and leadership experience.
- We **accelerate** the success of our members and our community by acting as a collective instead of as individuals.

OUR PILLARS OF FOCUS:

- **LEADERSHIP:** We are Milwaukee's current and future female executives, decision-makers and leaders.
- **MENTORING:** We are women supporting women.
- **NETWORKING:** We build community and connections to advance personally and professionally.



425

Members
representing



290

Companies



209

Emerging
Women
Leaders

representing



151

Companies

CEO/BOARD CHAIR MESSAGE

So much has changed in our world, and at TEMPO, over the past year. Through times of uncertainty, we believe this to be true: TEMPO's work and our collective power has never been more important. In this 45th anniversary year, we celebrate our accomplishments yet look to the future. In other words, TEMPO is translating what has been and what is possible into what will be. In the past year:

- We have built pipelines and succession plans based on the skill sets needed and determined our engaged members' expertise, experience, interests and time horizons.
- Our bylaws have been updated and enhanced to reflect where we are and where we are going.
- Our business processes have been fine-tuned.
- We have adapted and grown, dug deep and extended our collaborative hands.
- We have made progress in our Diversity & Inclusion journey by turning intention into action.
- Our incredible Emerging Women Leaders embody our relevance and potential.
- We have enhanced and adopted new revenue streams to continue to ensure financial strength now and into the future.
- Our TEMPO team continues to adapt and serve our growing membership with pride and professionalism.

Our members and community supporters make the above possible. We extend our gratitude to our members for being engaged, speaking up, raising your hands, pitching in, challenging us for continuous improvement and empowering each other to grow as leaders. As we sunset on another year, as well as TEMPO's 2016–2020 strategic plan, we can hardly wait to see what's in store next.

Sincerely,

Jennifer Dirks

President & CEO
TEMPO Milwaukee

Marybeth Cottrill

Director – BMO Wealth Management
TEMPO Milwaukee Board Chair

“TEMPO empowers me through the great, new networks I've built with so many talented professionals.

– Quote collected in
2019 Annual Member Survey



TEMPO ADJUSTS TO A **NEW NORMAL**

The following IMPACT REPORT highlights TEMPO Milwaukee's achievements between May 1, 2019 and April 30, 2020. However, we would be remiss if we didn't acknowledge the momentous current events that impacted our world as we prepared to publish this report. TEMPO Milwaukee quickly adapted to our new normal and pivoted to providing increased virtual programming, professional development and engagement opportunities for our members.

VIRTUAL PROGRAMMING TO ADDRESS COVID-19

Beginning in April, we tapped into TEMPO Milwaukee's membership of 425+ experts to lead weekly TEMPO Talks webinars and provide the latest information to help you pivot your business, adapt to a new normal, and plan for the future. Fourteen webinars have been held to-date, attracting an average of 80 TEMPO members, Emerging Women Leaders, and guests. This virtual series will continue as a staple in our regular programming. Members also can continue the conversation with experts in our weekly TEMPO Talk Back sessions.

Weekly Webinar Series



TEMPO TALKS

WEEKLY WEBINAR SERIES HOSTED BY TEMPO EXPERTS

Join us on Fridays at 12 p.m. for TEMPO Milwaukee's weekly webinar series. These hour-long webinars are free to TEMPO Milwaukee members and Emerging Women Leaders and feature different TEMPO members and subject-matter experts each week. A variety of topics and industries are represented to help you stay on top of the latest trends, recommendations and insights and grow your business.

TEMPO Webinars @ BWL - No Cost | 60 mins - 100

TEMPO Real TALKS

A SPACE TO HAVE THOUGHTFUL, COURAGEOUS AND VULNERABLE DIALOGUE
TEMPO advocates for all women, yet our membership is composed of 88 percent white women. We recognize we have much work to do to create an inclusive environment. We also have an opportunity - and an obligation - to harness the power of the TEMPO network to create change both within our organization and within the community. One way we are doing so is by hosting TEMPO Real Talks conversations (virtual for now) around racism, women's privilege, implicit bias and other topics that have been avoided for far too long. Please join us.

Open to TEMPO members & Emerging Women Leaders

TEMPO TALK BACKS

CONTINUE THE CONVERSATION FROM FRIDAY'S WEBINAR

Join us every Tuesday from 4 to 5 p.m. for follow-up discussions from the previous week's TEMPO Talks webinar. Our panelists and subject-matter experts will facilitate an engaging group discussion around their topic and answer additional questions. This is an excellent networking opportunity and benefit for TEMPO Milwaukee members and Emerging Women Leaders.

TEMPO Webinars @ BWL - No Cost



IMPORTANT STATEMENT FROM TEMPO MILWAUKEE CEO

The recent incidents of blatant racism and implicit bias that continue to plague our nation wears heavy on my heart and soul today. As it does for our city of Milwaukee. As it does for our nation. We want to acknowledge the families and the hearts of the community that are heavy by the witness of inequity.

[Click here to read more.](#)

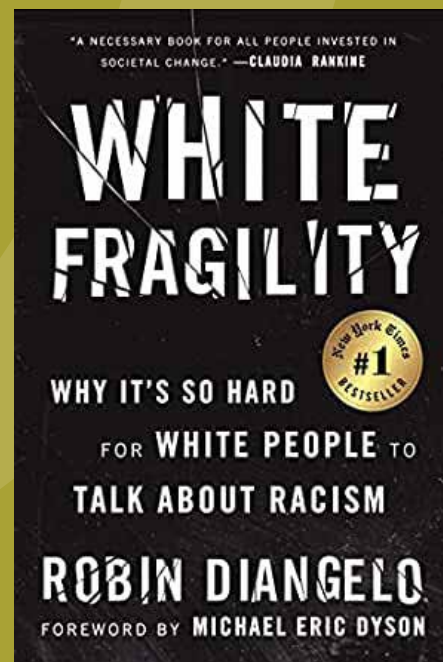
RESPONDING TO RACIAL TENSIONS AND UNREST

The horrific murder of George Floyd on May 25 was a wake-up call to the world. TEMPO has a strong and powerful voice. This tragedy served as a catalyst for us to better use this power for the purpose of creating meaningful dialogue and actions that promote justice, equity and belonging. We launched the TEMPO Real Talks series, providing a space for members and Emerging Women Leaders to have thoughtful, courageous and vulnerable dialogue, including a group read of Robin DiAngelo's *White Fragility*. A new resources page on our website provides member-curated content around racism, white privilege, implicit bias, and other topics. As our membership stands at 88% white women, we have much work to do. By keeping our foot on the gas, and harnessing the collective strength of our network, we will achieve change.

ACKNOWLEDGING ECONOMIC HARDSHIPS

Finally, during the dues renewal period this spring, we recognized the financial constraints currently burdening many industries, organizations, and individuals. We worked one-on-one with individuals to come up with a custom payment solution, realizing engagement and support from the TEMPO network is more important than ever.

Through hard times and good times, we will continue to provide the utmost value to our members. Thank you for supporting TEMPO during this season of significant change.



“TEMPO is an organization of professional women who are committed to supporting each other in their professional success.”

– Quote collected in 2019 Annual Member Survey

2019–20 KEY RESULTS



**\$42,300 awarded
to local women**
by the TEMPO
Milwaukee Foundation



Deployed a comprehensive
member inclusion survey



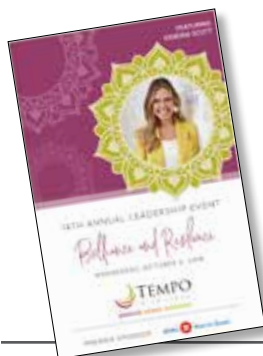
Achieved
retention rate
for TEMPO
members



Fostered **68 new mentoring
matches** between TEMPO
members and Emerging
Women Leaders



Celebrated
30 years
of the
Mentor Awards



SOLD OUT
Leadership Event
featuring
Kendra Scott



Set a goal to **train
1,000 women** in
salary negotiation through
the Women's Leadership
Collaborative



sponsors supported
the Women's Affinity
Alliance mission to
**advance corporate
women's employee
resource groups.**

WHERE DID TEMPO MILWAUKEE FOCUS ITS **TIME, TREASURE** AND **TALENT** IN 2019-20?

In 2016, TEMPO Milwaukee embarked on a strategic plan encompassing four key priorities. As we approach the finish line of this plan, our learnings and successes from the past four years inform our strategy and priorities for 2020 and beyond.

PRESERVE OUR CORE, STIMULATE GROWTH

Ensure TEMPO Milwaukee remains relevant and agile while honoring the organization's 40+ year history and guiding principles.

DIVERSITY & INCLUSION

Increase racial diversity and at the same time create an environment of inclusion for our members, Emerging Women Leaders and the TEMPO Milwaukee board.

COLLABORATION

Strengthen TEMPO Milwaukee's position as a go-to resource on issues related to women in leadership by partnering with area businesses and community organizations.

MEMBER ENGAGEMENT

Increase engagement and identify opportunities that encourage participation of our members and create a greater sense of community and impact.

“TEMPO is the premier professional women's organization in Milwaukee where successful executives meet and the next generation grows.”

– Quote collected in
2019 Annual Member Survey



PRESERVE OUR CORE, **STIMULATE** GROWTH



**ENSURE TEMPO MILWAUKEE
REMAINS RELEVANT AND AGILE
WHILE HONORING THE ORGANIZATION'S
40+ YEAR HISTORY
AND GUIDING PRINCIPLES.**

BY THE NUMBERS

Over the past three years, the **Continuing Education Grant** program has received **53 applications** requesting **\$374,879**.

Nominations for **Emerging Women Leaders** are now accepted bi-annually (spring and fall) instead of annually.



Wisconsin native **Kendra Scott** was the talk of the town at the sold-out **14th Annual Leadership Event** on October 2.



Engaged employee resource group leaders from **59 area companies** through the **Women's Affinity Alliance**.

51 guest speakers

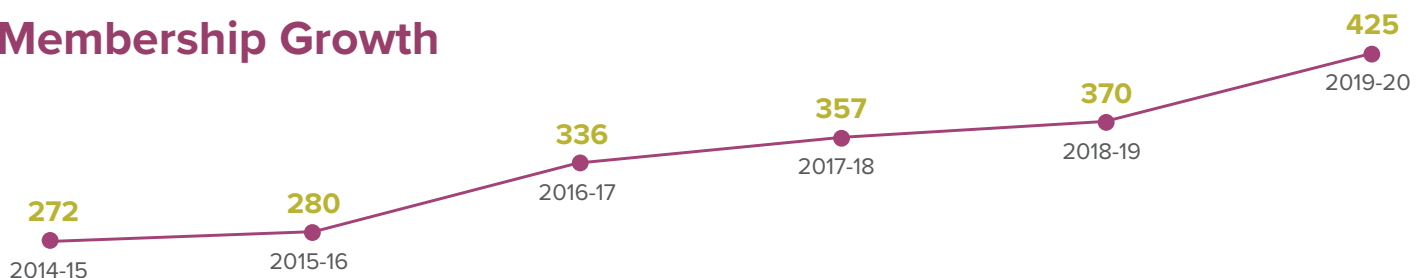
61% increase in attendance at quarterly **Professional Development Series** sessions.



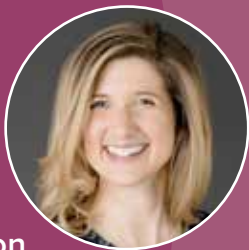
Thirty past **Mentor Award** winners returned to the stage to commemorate the **30th anniversary** of the event on February 13.



Membership Growth



“There are so many opportunities for collaboration between these two incredible groups of women — which helps us all build our network to be connected to some of the smartest and most experienced business leaders in the city as well as the most dynamic and rising up-and-coming leaders.”



— Nicole Gulatz, Vice President of Development, Boys & Girls Clubs of Greater Milwaukee

*Emerging Women Leaders member,
Jan 2016 – Dec 2019*

Current TEMPO member

TEMPO MILWAUKEE FOUNDATION

Efforts this year centered around raising greater awareness of and donations to our 501(c)3 Foundation. The tradition of awarding \$15,000 in undergraduate scholarships at the Mentor Awards continued, and the 3rd Annual Continuing Education Grant totaling \$12,300 was divided among three local women to be used for professional development courses. Finally, the inaugural “TEMPO’s Got Talent!” event in November highlighted member talents in friendly competition while using technology to raise funds for the Foundation.



EMERGING WOMEN LEADERS

Growing from 40 members to more than 200 in five years, the continued interest in EWL suggests the critical need for networking, mentoring and development among mid-career professional women. EWL has experienced 423% membership growth in just five years, with a current retention rate of 92%. As more EWL women attain the five years in a senior/leadership role required for TEMPO, we are beginning to see greater numbers of EWL members transition into TEMPO Milwaukee.



HIGH-CALIBER PROGRAMMING

TEMPO continued to provide its cornerstone program offerings and deliver valuable content via keynote, panel and workshop-style events. Committees continue to make enhancements based on survey feedback, member suggestions, local headlines, and attendance data. TEMPO also introduced virtual committee meetings, events and webinars to provide greater value and flexibility to members during COVID-19.

SIGNATURE EVENTS

LEADERSHIP EVENT

Brilliance & Resilience

Designer, CEO and philanthropist Kendra Scott served as the keynote speaker at TEMPO Milwaukee's 14th Annual Leadership Event on October 2, 2019. A maximum capacity crowd of **813 business leaders** filled the Italian Community Center, with even more tuning in via live stream. The Wisconsin native shared lessons she learned growing her eponymous \$1 billion lifestyle business from nothing. The event also featured a showcase of local female entrepreneurs.



Premier Sponsor





Champion of Education
Sponsor

SIGNATURE EVENTS

MENTOR EVENT

Our Future is Bright

In the company of 600+ business leaders, TEMPO celebrated 2020 Mentor Award winners Nancy Hernandez, DeVona Wright Cottrell and ManpowerGroup on February 13, 2020.

To recognize the 30th Annual Mentor Awards, the event was co-chaired by past winners Jennifer Bartolotta, Joan Prince and Mary Ellen Stanek. A total of 30 past winners returned to the stage to salute this important milestone.



DIVERSITY & INCLUSION



INCREASE RACIAL DIVERSITY
AND AT THE SAME TIME
CREATE AN ENVIRONMENT OF INCLUSION
FOR OUR MEMBERS,
EMERGING WOMEN LEADERS
AND THE TEMPO MILWAUKEE BOARD.



D&I Supporting Sponsor

“Through many diversity & inclusion efforts, Associated Bank’s priority is to leverage the collective voices of the business community and organizations like TEMPO to work together to build a productive, diverse and inclusive workplace for the benefit of all.



— Elizabeth Strike, Senior D&I Consultant, Associated Bank
Current Emerging Women Leaders member

MEMBER STATISTICS

Racial diversity of our membership improved by 5 percent over the past year. In 2018-19, TEMPO Milwaukee membership was composed of 93%* white women. Today, it is composed of 88% white women and continues to diversify each quarter as new members are confirmed. In comparison, EWL membership is composed of 84%* white women.

**Stats include data only from members who have elected to identify their race*



BY THE NUMBERS



Member Inclusion Survey achieved
44% response rate
(industry standard is 30%)

Diversity and Inclusion specific
goals set across all committees



Intentional process created to **identify diverse women** for TEMPO and EWL membership

MEMBER INCLUSION SURVEY

In February 2020, a comprehensive Member Inclusion Survey was deployed to all TEMPO members and Emerging Women Leaders to help us better understand attitudes, experiences and engagement as it relates to inclusion and belonging. Questions were based on Catalyst's five hallmarks of inclusion: **valued, trusted, authentic, psychological safety – latitude, and psychological safety – risk-taking**. 44% of TEMPO and EWL members responded to the survey.



Survey Partner

Marquette University Institute for Women's Leadership has provided a supplementary analysis of the survey results. Their findings and others from the TEMPO Board and D&I committee will be the basis for further implementing and integrating D&I strategies into the day-to-day activities of TEMPO Milwaukee in 2020 and beyond.

D&I GOALS BY COMMITTEE

In 2019-20, all TEMPO Milwaukee committees developed D&I-specific goals and executed on them. These goals included intentionally securing women of color as speakers, increasing diversity within membership, providing D&I education/tools in the form of programming and content, ensuring diversity of thought is present on committees, and diversifying the venues and sites where TEMPO Milwaukee events are held.



IDENTIFYING DIVERSE WOMEN

The D&I and Membership committees now have a process to identify diverse women who fit TEMPO Milwaukee's membership criteria or EWL criteria and introduce them to the organization. We acknowledge that diversity encompasses not just race but ethnicity, function, industry, sexual orientation, religion, age, etc.

BOARD OF DIRECTORS UPDATE

Erickajoy Daniels, SVP and Chief Diversity & Inclusion Officer, Advocate Aurora Health, joined the TEMPO Milwaukee Board of Directors on May 1, 2019, and assumed the role of chair of the Diversity & Inclusion committee. We are grateful for Erickajoy's guidance and expertise as we advance our D&I efforts and create a culture of inclusion for all.



I commend TEMPO for being intentional and moving toward a more inclusive membership — in my years it has come a long way. But as a business community, as a community, we still have a long way to go.

— Response from 2020 Member Inclusion Survey

COLLABORATION



STRENGTHEN TEMPO MILWAUKEE'S POSITION
AS A GO-TO RESOURCE ON ISSUES
RELATED TO WOMEN IN LEADERSHIP
BY PARTNERING WITH AREA BUSINESSES
AND COMMUNITY ORGANIZATIONS.

BY THE NUMBERS

32 media placements



Increased social media following by:

- ↑ Twitter 10%
- ↑ Facebook 19%
- ↑ LinkedIn 58%
- ↑ Instagram 93%



Received a PRSA
Paragon Award for
#MeToo Survey
campaign

\$2,500 Greater Milwaukee
Foundation On the Table Ideas to
Action Fund grant to support
the work of the
Women's Leadership
Collaborative



WOMEN'S LEADERSHIP COLLABORATIVE

The Women's Leadership

Collaborative (WLC), inclusive

of TEMPO, Milwaukee Women inc and Professional Dimensions, launched in April 2019 to focus on equity issues as a united front. After surveying members and identifying pay equity as its first major issue, the WLC collaborated with the American Association of University Women (AAUW) to offer free salary negotiation training to women across Southeastern Wisconsin on one day – A Day for Pay Equity. The WLC set a goal to train 1,000 women and secured 23 partners to host workshops on April 2, 2020*. The WLC also has commissioned the Wisconsin Policy Forum to analyze the gender pay gap in the M7 region. The research will help inform the WLC's work to close the gender pay gap and engage community, civic and business leaders.



**Due to COVID-19, A Day for Pay Equity has been postponed.*



FOLLOW THE WLC'S EFFORTS



Women's Leadership
Collaborative MKE

www.wlcmke.com



“TEMPO is a group of women leaders who meet to support one another through mentorship, relationship building, and professional development.”

– Quote collected in
2019 Annual Member Survey



TEMPO CHAPTERS

TEMPO Milwaukee continues to serve as a convener of the five TEMPO affiliates in our region, which include chapters in Madison, Kenosha, Racine and Waukesha. In September, TEMPO Milwaukee facilitated an annual meeting of representatives from each organization for the fourth year in a row. Our five organizations continue to share best practices, templates, documents, ideas, website support and attend one another's events.

COMMUNITY PRESENCE

TEMPO Milwaukee spread its mission externally in 2019-20 by supporting local non-profit organizations, through sponsorship of key business events, and speaking at events and forums.

NONPROFIT SUPPORT

- Acts Housing
- African American Leadership Alliance Milwaukee
- Boys & Girls Clubs of Greater Milwaukee
- Cristo Rey Jesuit High School
- Milwaukee Urban League
- MMAC
- PEARLS for Teen Girls
- Professional Dimensions
- United Performing Arts Fund
- YMCA of Metropolitan Milwaukee

BUSINESS EVENTS

- Bizwomen's Mentoring Monday
- BizTimes Milwaukee's Women in Leadership Breakfast
- Greater Milwaukee Foundation's On the Table
- Milwaukee Business Journal's Women of Influence Symposium
- Milwaukee Magazine's The Betty Awards

SPEAKING ENGAGEMENTS

- Associated Bank
- Marquette University
- Milwaukee School of Engineering
- Reinhart Boerner van Deuren s.c.
- University of Wisconsin – Green Bay



MEMBER **ENGAGEMENT**



INCREASE ENGAGEMENT AND IDENTIFY
OPPORTUNITIES THAT ENCOURAGE PARTICIPATION
OF OUR MEMBERS AND CREATE A
GREATER SENSE OF COMMUNITY AND IMPACT.

BY THE NUMBERS



83%

of TEMPO members attended at least one event or program in 2019-20.

The average TEMPO member **attended 4 events** or programs in 2019-20.



Nearly 3/4 of Emerging Women Leaders members participate in an **EWL Connects** group (peer mentoring circles)

Open rate of weekly "Monday Message" e-mail communication:



TEMPO = 49%
EWL = 69%

1/3 of TEMPO members actively participate in a committee and/or on the TEMPO board



Since 2017, **191 TEMPO members and EWL members** have been matched as mentor/mentees in the EWL 1-to-1 Mentoring Program.



Celebrated 10 years

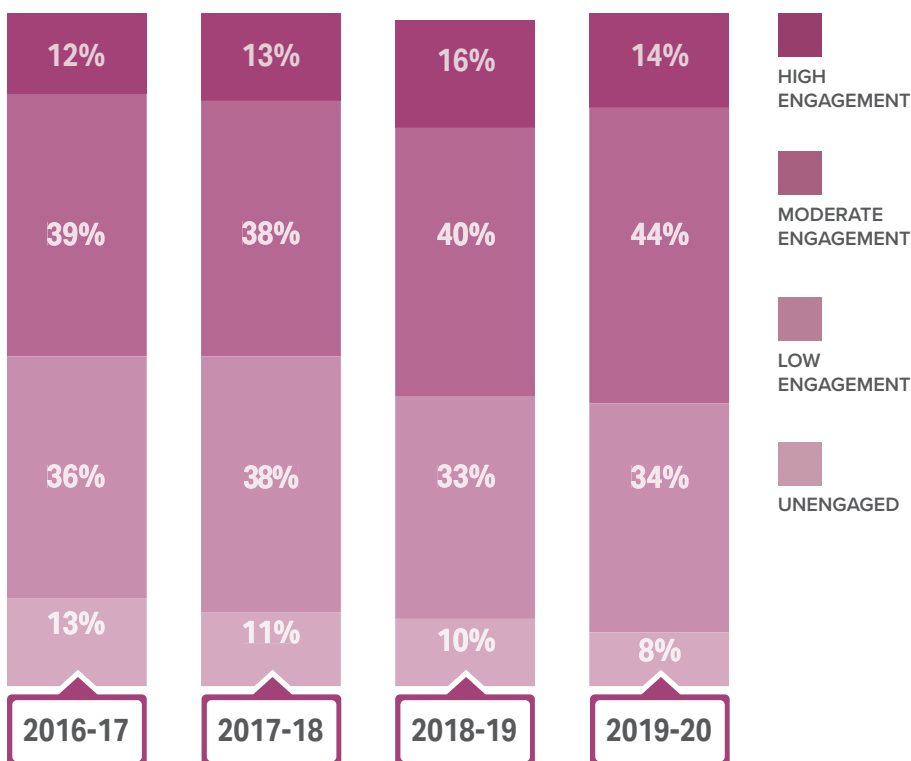
of **Mentor Circles** and created a **Circle Engagement sub-committee**



TRACKING MEMBER ENGAGEMENT

Recognizing that engagement means something different to everyone, TEMPO Milwaukee developed a process for defining and tracking member engagement and has compiled year-over-year data dating back to 2016-17. By looking at quantitative (attendance at events) and qualitative (committee/board service, Mentor Circles, mentoring an EWL member) metrics, each member can be ranked on a scale of unengaged to highly engaged. We are now able to track engagement along with retention rates to ensure our entire menu of benefits offers something for everyone, especially as membership continues to trend upward.

TEMPO MILWAUKEE MEMBER ENGAGEMENT



WOMEN SUPPORTING WOMEN, THROUGH MENTORING

Mentoring is part of TEMPO's DNA. TEMPO members and Emerging Women Leaders can participate in their own respective peer mentoring groups — TEMPO Mentor Circles or EWL Connects — to receive confidential feedback and advice in a small group setting. Participants relate that these groups are the greatest benefit of their TEMPO or EWL membership. Another option is 1-to-1 pairings. Since 2017, TEMPO and EWL members have been matched 1-to-1 with TEMPO members as “mentors”, and EWL members as “mentees.” Not surprisingly, the relationship is mutually beneficial; mentors have just as much to learn from their mentees as vice versa.

1-TO-1 MENTORING SPOTLIGHT: JAYNE AND CRYSTAL

Jayne Hladio and Crystal Flenorl were matched in the Emerging Women Leaders 1-to-1 mentoring program in March 2018. Since then Jayne recently nominated Crystal for TEMPO membership, and Crystal was confirmed as new member.

“Jayne is my dear friend and helps me navigate many aspects of my career. She was my biggest supporter and cheerleader for my transition from EWL to TEMPO and I am very grateful for her. I see Jayne and I having a long-lasting mentor/mentee relationship.”

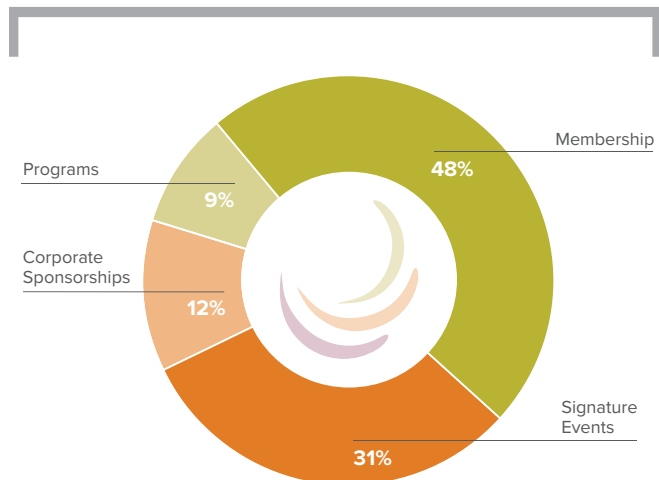


— Crystal Flenorl
Emerging Women
Leaders member,
Jan 2017–April 2020
Current TEMPO member

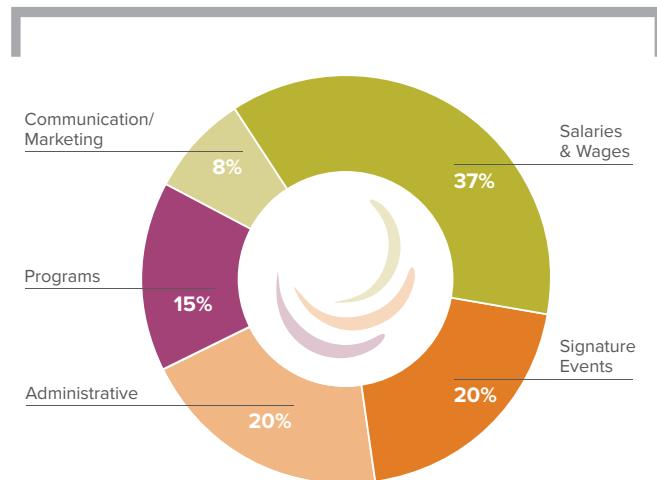
2019-20 FINANCIALS

TEMPO MILWAUKEE, INC.

REVENUE

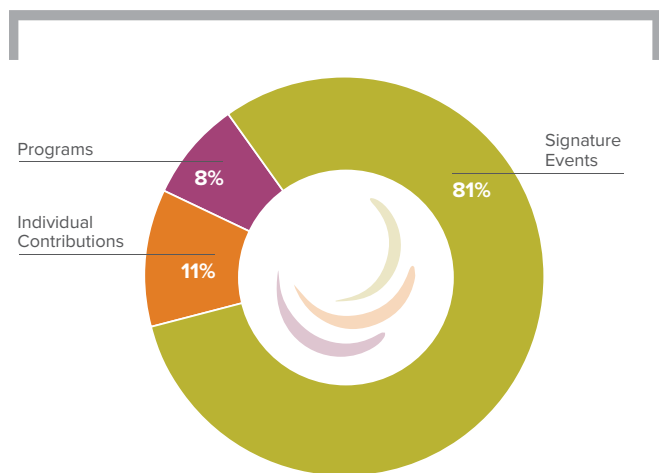


EXPENSES

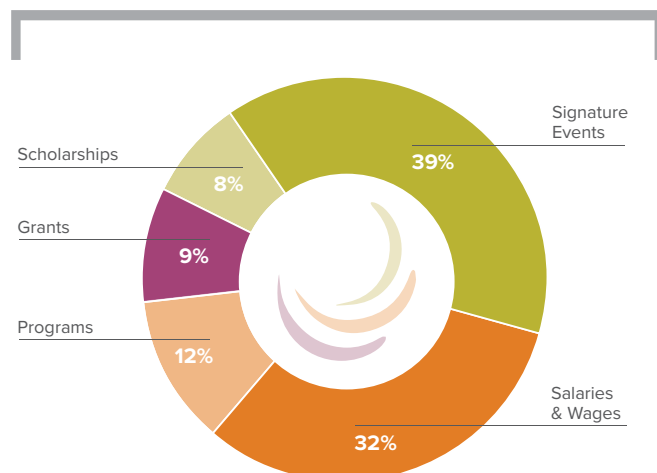


TEMPO MILWAUKEE FOUNDATION

REVENUE



EXPENSES



TEMPO is an organization of powerful, supportive professional women leaders with the desire for continuous growth and development, while lifting each other up as an incredible network.

– Quote collected in
2019 Annual Member Survey

BOARD OF DIRECTORS

OFFICERS

Board Chair: Marybeth Cottrill*, BMO Wealth Management

Board Chair Elect: Lori Richards*, Mueller Communications

Past Chair: Tami Garrison*, Molson Coors

Treasurer: Kris Best*, BVK

DIRECTORS

Communications: Lori Richards, Mueller Communications

Emerging Women Leaders: Heather Turner Loth, Eppstein Uhen Architects

Foundation: Jody Lowe, The Lowe Group

Governance: DeVona Wright Cottrell, Baird

Membership: Paula Pergl, Lauber Business Partners

Programming: Kelly Renz, Novo Group, Inc.

Women's Affinity Alliance: Kathie Campbell, Clarios

DIRECTORS-AT-LARGE

Mary Burgoon, Rockwell Automation

Erickajoy Daniels, Advocate Aurora Health

Sharon deGuzman, Baird

Cathy Girard, Goodwill Industries of Southeastern Wisconsin

Jayne Hladio, U.S. Bank

Marilyn Krause, Krause Communications

Linda Mertz, Mertz Associates

Ellen Trytek, Wipfli

“TEMPO is a group of rock star women leaders who provide enduring support, mentorship, and sponsorship of one another, both professionally and personally, and together elevate our community.”

– Quote collected in
2019 Annual Member Survey

President & CEO

Jennifer Dirks*, TEMPO Milwaukee

Director of Membership & Programs

Marit Harm Spransy, TEMPO Milwaukee

Communication & Events Specialist

Kelsiee Arreguin, TEMPO Milwaukee

Communication & Events Intern

Amanda Patterson, TEMPO Milwaukee

**Executive Committee members*



2019-20 SUPPORTERS

CORPORATE SPONSORS



CORPORATE PARTNERS



MENTOR EVENT CHAMPION OF EDUCATION SPONSOR



LEADERSHIP EVENT PREMIER SPONSOR



VIDEO PARTNER



D&I SUPPORTING SPONSOR



EWL SUPPORTING SPONSORS



EWL PROGRAMING SPONSOR



COMPANY SUPPORTERS

ABCD: After Breast Cancer
Diagnosis
Allsteel
American Transmission Company
Associated Bank
Advocate Aurora Health
AO Smith
Artisan Partners
Baird
Bartolotta Restaurants
BDO USA LLP
BMO Harris Bank
Boelter + Lincoln
Boys & Girls Clubs of Greater
Milwaukee
Brady Corporation
Branigan Communications
Buzz Monkeys
BVK
Capri Senior Communities
Cardinal Stritch
Carma Laboratories
Children's Hospital of Wisconsin
Clarios
Colliers
Core Creative
CoreLogic
The Corners of Brookfield
Crescendo Wealth Management
Deloitte
Direct Supply
Dohmen
Drosner Phillips Ristau Group
at Baird
Drybar
Enerpac
Eppstein Uhen Architects

EY
Fiduciary
FIS
Florsheim/Weyco Group Inc.
GE Healthcare
GMR Marketing
Godfrey & Kahn, s.c.
Greater Milwaukee Committee
Harley-Davidson
Henricksen
Horton Group
Husch Blackwell
Jockey International
Johnson Financial Group
Kane Communications Group
Kesslers Diamonds
Kohl's
Komatsu
Laughlin Constable
The Lowe Group
M3 Insurance
Make-A-Wish Wisconsin
ManpowerGroup
ManpowerGroup-Experis
Marcus Hotels & Resorts
Marietta Investment Partners
Marquette University
Marquette University — Institute for
Women's Leadership
MGIC
Michael Best
Milwaukee Brewers Foundation
Milwaukee Bucks
Milwaukee Women inc
Molson Coors Beverage Company
Mortenson
Milwaukee County
MMAC

MRA
Mueller Communications
mueller QAAS
Neroli Salon & Spa
New Resources Consulting
Northern Trust
North Shore Bank
Northwestern Mutual
Novo Group
Old National Bank
Park Bank
Pegasus Partners Ltd.
PNC
Project Pitch It
Quad
Reinhart Boerner van Deuren s.c.
Rockwell Automation
RSM
Scribner, Cohen and Company, S.C.
Spano Pratt Executive Search
SVA
TEMPO Waukesha
US Bank
UW Credit Union
UW-Parkside
UW-Milwaukee
Visit Milwaukee
Wantable
WaterStone Bank
We Energies
Wells Fargo Asset Management
Wertz Consulting
West Bend Mutual Insurance
WHEDA
Willis Towers Watson
Wisconsin Lutheran College
YMCA of Metropolitan Milwaukee
Zizzo Group



INDIVIDUAL SUPPORTERS

Kelsiee Arreguin
Lisa Attonito
Lisa Banner
Ellen Bartel
Emily Baseheart
Mary Behler
Elizabeth Behrendt
Amy Beres
Kris Best
Britt Blackwelder
Bridget Borum
Jessica-May Bouwman
Amy Brandenburg
Edie Brengel Radtke
Elyise Brigman
Krista Brookman
Christy Brown
JoEllen Burdue
Mary Burgoon
Stephanie Burton
Kathryn Campbell
Erin Cary
Jennifer Catrine
Brittany Check
Stephanie Chedid
Lisa Cieslak
Paula Cook
Marikris Coryell
Marybeth Cottrill
Christine Culver
Kelly D'Amato-Ostricki
Erickajoy Daniels
Margaret Daun
Sharon deGuzman
Jennifer Dirks
Kathleen Dohearty-
Penniston
Alicia Dupies
Cheri Dziekan Chapman
Rebecca Ehlers
Angie Emrey
Rashida Evans
Ginny Finn
Patty Flowers
Kelly Fortier

Natalie Forward
Julie Garcia-Sotak
Tami Garrison
Katherine Gehl
Jodi Gibson
Tracy Gloriosso
Caroline Gomez-Tom
Sarah Greenberg
Joanne Grunau
Victoria Haas
Barb Haig
Marit Harm Spransy
Mecia Hatters
Louise Hermsen
Jayne Hladio
Jennifer Huber-Bullock
Andrea Hug
Tracy Josetti
Erin Joslyn
Jodi Jukkala
Amy Junker
Bridget Kraus
Caroline Krider
Mary Ellen Krueger
Lori LaGrow
Tricia Landreman
Lori Langholz
Kersten Larson
Emily Leick
DeAnna Leitzke
Liza Longhini
Mara Lord
Jody Lowe
Sarah Maio
Anna Martin
Jennifer Mattes
Mary McCormick
Linda Mertz
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Kerry Mitchell
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Devon Norwood
Isioma Nwabuzor
Mary O'Hara Stacy
Jean Opitz
Nikki Palmer-Quade

Nikki Panico
Jessica Pelnar
Marci Pelzer
Mary Robyn Peotter
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Florida Perry-Smith
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Rose Purpero Spang
Jessica Rabbach
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Jenny Roanhouse
Carol Robinson
Jayne Rodenkirk
Kris Ropella
Patti Schauer
Cassandra Schell
Amy Schoenemann
Kathy Schwab
Mai Der Shaw
Ana Simpson
Penelope Smiley
Pamela Sokke-Ceci
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Jamie Udelhofen
Melanie Varin
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Joy Vertz
Marilyn Vollrath
Stephanie Warren
Shannon Watry
Jackie Wells
Suzi Wertz
Stacy Williams
Pete Woelfel
DeVona Wright Cottrell
Sandy Wysocki
Kerri Zabel
Shelly Zinda



WHY TEMPO MILWAUKEE (video)

TEMPO Milwaukee members reflect on the organization's past, present and future and share the value it brings to their lives.



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