

TEMPO MILWAUKEE

Quarterly Newsletter
Winter 2017



Greetings,

Happy new year! Whether you believe in making new year's resolutions or not, there is something motivating to me about hanging up a new calendar and knowing that the year ahead is a blank slate. It's a natural time to reassess our plans and goals for the weeks and months to come, so here are just a few things I am looking forward to in 2017 at TEMPO Milwaukee:

1. Continuing to attract Milwaukee's highest caliber female executives to our organization. The process for membership nominations was recently restructured to be more personal and qualitative, and it is my hope the process is enhanced for all parties involved.
2. Unveiling the exciting plans in the works to increase the impact of the TEMPO Milwaukee Foundation, and in turn the contributions of generous donors.
3. Forming the 2020 Strategic Plan task force committees and moving the needle towards our goals. I encourage all members and Emerging Women Leaders to get involved – watch for more information on how to sign up.
4. Building a more formal bridge between Emerging Women Leaders and members by way of the Emerging Women Leaders 1:1 mentoring pilot program, which officially launches at the end of March.
5. Providing programming, professional development sessions, TEMPO Discovery events, Women's Affinity Alliance programs – the list goes on! - to our members and future members.

I hope your plans for the new year includes engagement in TEMPO Milwaukee at whatever level is most comfortable to you. Whether it's joining a committee, attending a few more program meetings this year, or even flipping through the directory and getting to know a handful of members better – I encourage you to do so! If I can be of service in helping you achieve your professional development goals – or even new year's resolutions! – this year, please do not hesitate to reach out.

Sincerely,

Jennifer Dirks
President & CEO
TEMPO Milwaukee



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 TEMPO Milwaukee

UPCOMING EVENTS

27th Annual Mentor Awards Luncheon

TEMPO Milwaukee's Mentor Awards Luncheon

February 16th
2017

Celebrating Mentoring
& Education

Congratulations 2017 Mentor Award Winners!

Individual Recipients



Cristy Garcia-Thomas

Chief Diversity & Inclusion Officer,
Aurora Health Care and President,
Aurora Health Care Foundation



Dr. Vicki Martin

President, Milwaukee Area
Technical College

Corporate Recipient

GE Healthcare



TEMPO
MILWAUKEE
ADVOCATE. ELEVATE. ACCELERATE.

TEMPO Milwaukee's 27th Annual Mentor Awards Luncheon

The Pfister Hotel

February 16, 2017

11:00 a.m. to Noon | Registration & Networking

Noon to 1:30 p.m. | Lunch & Program

Tickets: Individual \$95 • Table of 8 \$975

Questions: (414) 301-6680 or info@tempomilwaukee.org

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UPCOMING EVENTS

Women's Affinity Alliance Program

Hosted by Johnson Controls - "Leading Through Change"

February 7, 2017; 4pm-7pm – Johnson Controls, Glendale

Join local leaders as they share experiences and insights on adapting, transforming and succeeding in times of significant change. Learn how to enhance your women's affinity network with the skill sets needed to make an impact on your business.

WAA Members – No Cost | Non-WAA Members/Guests - \$40

Panelists: Erickajoy Daniels, Sr. VP Diversity & Inclusion, Aurora Health Care | Tami Garrison, Community Affairs, MillerCoors | Kara Kaiser, Managing Director, BMO Private Bank | Tarajee Rucker, HR Director, Johnson Controls



EMILY PHILLIPS

Professional Development Series

Featuring Emily Phillips, Financial Advisor, Baird - "Agile Leadership"

February 24, 2017; 7am-9am – University Club of Milwaukee

On October 8, 2016, TEMPO Milwaukee member Emily Phillips gave a talk at TEDxUWMilwaukee entitled "Agile Leadership: Preparing for an Unconventional Career Path." At the next Professional Development Series, Emily will do a deep dive into her talk, incorporating interactive discussions and activities. Attendees will walk away with a new understanding of what it means to be an agile leader in a business climate which demands versatile and adaptive talent. Guests/teams encouraged to attend!

Members/Guests - \$30 | Emerging Women Leaders - No Cost

Network with the Women's Affinity Alliance on International Women's Day

March 8, 2017; 4pm-7pm – University Club of Milwaukee

Join Women's Affinity Alliance members and other leaders interested in the development of their company's women's employee resource groups at a purely social networking event on International Women's Day, March 8, 2017. If you are curious about the Women's Affinity Alliance or membership, here's a great opportunity to network and ask questions about the initiative or what other ERGs in Milwaukee are doing.

WAA Members – No Cost | Non-Members/Guests - \$25



International
Women's Day

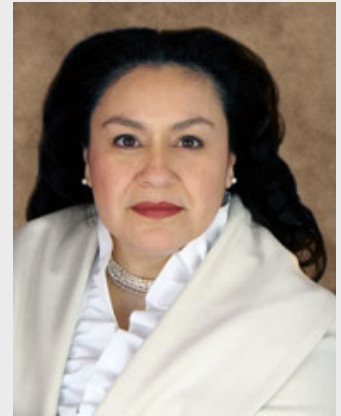
REGISTER AT TEMPOMILWAUKEE.ORG

UPCOMING EVENTS

March Program Meeting
Featuring Nancy Hernandez, President, ABRAZO Marketing
March 16, 2017; 11:30am-1:15pm – University Club of Milwaukee

TEMPO Milwaukee member and past president Nancy Hernandez will keynote the March Program Meeting. Nancy will discuss diversity trends and challenges in both Milwaukee and in Corporate America in general. She will relate these themes to her own business, which specializes in emerging markets. More information coming soon!

Members – No Cost | Guests - \$35



NANCY HERNANDEZ



KIRA LAFOND

April Program Meeting & Board Elections
Featuring Kira Lafond, Market President & Publisher,
Milwaukee Business Journal

April 27, 2017; 11:30am-1:15pm – University Club of Milwaukee

Save the date; more information coming soon!
Please note the date change to the fourth Thursday in April!

PAST EVENTS

November Program Meeting

Speaker: Charles Franklin, Marquette University Law School Poll
November 17, 2016

Just a week after Election Day, Charles Franklin gave his fresh post-election perspective and analysis on what pollsters got right – and what they can learn from moving forward. The presentation was chock full of data, leaving attendees with a greater admiration for the art and science of political polling.



CHARLES FRANKLIN

Women's Affinity Alliance Program Hosted by Goodwill Industries - "From Unconscious Bias to Inclusive Leadership"

Speaker: Krista Brookman, Catalyst
November 30, 2016

Corporate partner Goodwill hosted one of the most popular Women's Affinity Alliance programs to-date in November led by TEMPO Milwaukee member Krista Brookman.

Try this quick exercise with your teams to bring awareness to the unconscious biases we all hold:

1. Share something people can't tell just from looking at you.
2. Share something people assume about you.



KRISTA BROOKMAN

PAST EVENTS

Professional Development Series “Strengths FYI – For Your Improvement”

Speaker: Mary Paul, Mary Paul LLC
December 9, 2016

“What will happen when we think about what is right with people rather than fixating on what is wrong with them?”

The energetic Mary Paul led Strengths - FYI (For Your Improvement) in December. Attendees took the Clifton StrengthsFinder Top 5 beforehand and we learned how to own our strengths and do what we do best.



MARY PAUL



SARA WALKER

January Program Meeting - 2017 Economic Update & Analysis

Speaker: Sara Walker, Associated Wealth Management
January 19, 2017

TEMPO Milwaukee board member Sara Walker, SVP & Chief Economist with Associated Bank, led the January Program Meeting with an insightful and candid 2017 economic forecast/outlook.

In case you missed it:

1. Janet Yellen is someone to watch this year.
2. Consumers are increasingly employed and confident in the economy, while wage growth is improving.
3. Investors/Wall Street are optimistic.
4. There's never a right time to put your money in the market, but do it now, even if only halfway.
5. Foreign markets are a big opportunity.

PAST EVENTS

TEMPO Discovery at Basilica of St. Josaphat

January 24, 2017

Around 20 members toured the Basilica of St. Josaphat on Milwaukee's south side on January 24. The basilica is a top tourist destination in Milwaukee and was built in 1901. The group learned about increased efforts to preserve and restore the building from Foundation president & CEO Susan A. Rabe.



PAST EVENTS

TEMPO Milwaukee Holiday Party

December 15, 2016

- We raised nearly \$500 at the holiday party through the first-ever TEMPO Milwaukee Foundation raffle. Thank you, donors!
- The newest class of 30 Emerging Women Leaders was introduced at the holiday party, adding to the inaugural class of 40 women.
- Live entertainment by the Milwaukee Youth Symphony Orchestra was a hit. Special thanks to member Linda Edelstein.



Save the date for our 2017 Holiday Party on December 7, 2017.

MEMBERS IN THE NEWS

Have you been acknowledged in the news?

Please send the information to mharm@tempomilwaukee.org to be featured in the next quarterly newsletter.



Anne Ballentine is now Vice President of Communication at Rogers Behavioral Health System. She most recently served as Vice President Communication and Public Relations at Wheaton Franciscan Healthcare.



We congratulate TEMPO Milwaukee members **Amanda Baltz** (Spaulding Medical), **Emily Phillips** (Baird) and **Lori Richards** (Mueller Communications) on being named *Milwaukee Business Journal* 40 under 40 winners. The awards program received more than 200 nominations this year.



TEMPO Milwaukee members shared their expertise and talents at Milwaukee Business Journal's Women of Influence Confidence Symposium on Nov. 18. **Jennifer Bartolotta** (Train-2-Gain) gave the morning keynote. **Mary Burke** (Building Brave) participated in the lunch panel discussion. The following members participated as moderators or panelists during numerous breakout sessions: **Ellen Bartel** (Divine Savior Holy Angels High School), **Wendy Baumann** (WWBIC), **Dr. Darienne Driver** (Milwaukee Public Schools), **Louise Hermesen** (retired marketing leader), **Nancy Hernandez** (ABRAZO Marketing), **Dr. Phyllis King** (UWM), **Kira Lafond** (Milwaukee Business Journal), **Dr. Joan Prince** (UWM), **Jenny Roanhouse** (Milwaukee Business Journal), **Hannah Rosenthal** (Milwaukee Jewish Federation), **Lynn Sprangers** (Sharon Lynne Wilson Center), **Mary Ellen Stanek** (Baird), and **Kelly Tempesta** (Milwaukee Business Journal).



WWBIC, led by **Wendy Baumann**, hosted more than 1,000 attendees on Dec. 2 at the organization's annual luncheon. The event featured Sanford D'Amato as keynote speaker, as well as various WWBIC restauranteurs.



Stephanie Chedid was featured in the Dec. 19 issue of *BizTimes* in the "Last Word" profile. Chedid is CEO of Luther Manor.

MEMBERS IN THE NEWS



Jacquin Davidson has gone back to her entrepreneurial roots and started her own consulting business. Davidson Associates offers business coaching, strategic planning, development strategies, project planning, board development, mentoring and more to small businesses and nonprofit organizations. She can now be reached at j3me@me.com.



BizTimes featured **Raquel Filmanowicz** (BMO Harris Bank) in the Dec. 19 "Coffee Break" column, in which she discusses her role as community affairs director with the bank.



Tami Garrison (MillerCoors) and her family were featured in a November 24 *Journal Sentinel* article. They, along with dozens of volunteers, helped serve Thanksgiving Day meals at St. Vincent De Paul.



Lori Gervais, CFP®, Director with The Gervais Group at Baird, once again attended the *Barron's Winner's Circle Top Women Advisors Summit*. This exclusive conference hosted an elite gathering of the nation's pre-eminent women financial advisors and industry decision makers.



Dr. Eve Hall, president and chief executive officer of the African American Chamber of Commerce of Wisconsin, has been selected to lead the Milwaukee Urban League. Hall will succeed Ralph Hollmon, who has led the Urban League since 2002 and will retire this year.

MEMBERS IN THE NEWS



Congratulations to longtime member **Colleen Henderson** on her retirement from WEC Energy Group Inc. after 21 years with the company. WEC Energy Group president Allen Leverett stated, "She leaves a legacy of what I believe is one of the best Investor Relations programs in our industry."



Board chair **Jayne Hladio**, in her role with U.S. Bank, sponsored the National Leadership Conference on Dec. 8 in Denver. The event, hosted by authors Tommy Spaulding and Liz Wiseman, raised more than \$150,000 for underprivileged high school students to attend a four-day summer leadership retreat.



Rockwell Automation has named **Rebecca House** senior vice president, general counsel and secretary, effective Jan. 3, 2017. She was previously with Harley-Davidson and Foley & Lardner.



Board member and past chair **Linda Newberry-Ferguson** has joined Dohmen Life Science Services in the newly-created role of Senior Vice President of Clinical Navigation. She most recently served as CEO of the Rehabilitation Hospital of Wisconsin.



Emily Phillips (Baird) participated in TEDxUWMilwaukee in October. Watch her TEDx talk, "Agile Leadership: Preparing for an Unconventional Career Path," here: <https://www.youtube.com/watch?v=NWMS5wDSPs8&sns=em>.

MEMBERS IN THE NEWS



New member **Nicole Renouard** has joined Centro Legal as the organization's new Executive Director. She joins from Whyte Hirschboeck Dudek S.C.



Spano Pratt Executive Search was recently named among top 50 executive search firms nationally serving the nonprofit sector. Board member **Rose Spano Iannelli** is a founding partner at the firm.



Jean Stevens has joined REV Group as the company's leader of talent acquisition and organizational development. She was most recently a senior managing director at Patina Solutions.



Greater Milwaukee Committee president **Julia Taylor** is among the group of four Milwaukee-area business executives who will be inducted this year's 40 Under 40 Hall of Fame by the *Milwaukee Business Journal*.



Ellen Trytek is now the Senior Vice President and Chief Marketing Officer at Patina Solutions. She joins the firm from Drinker Biddle & Reath LLP where she served as Chief Marketing Officer.

NEW MEMBERS



Anne Ballentine, Vice President of Communication, Rogers Behavioral Health System

Anne Ballentine is Vice President of Communication at Rogers Behavioral Health System, one of the nation's leading behavioral health and addiction services providers with locations in five states. She has also served as Vice President Communication and Public Relations at Wheaton Franciscan Healthcare, held anchor and reporter positions at several television stations including WTMJ-TV, and worked at an interactive digital marketing agency. Anne is a graduate of DePauw University in Greencastle, Indiana and recently joined the DePauw Alumni Board in addition to serving on the Milwaukee YMCA and Camp Minikani Boards of Directors and Milwaukee Women Inc's Steering Committee. She and her husband have three children.



Valentina Bosco, HR Director, Johnson Controls

Valentina Bosco works for Johnson Controls as HR Director in the Power Solutions Division. She joined Johnson Controls in 2007 and has held roles of increasing responsibility within the HR organization. She moved to the US in 2010 from her native Italy. Prior to Johnson Controls, she grew her HR experience in different industries and multinational companies such as SKF, United Technologies and local Italian non-profit organizations. In her spare time, Valentina enjoys traveling to experience different cultures or to relax on white sandy beaches. She also likes sports, especially skiing and swimming.



Kate Braasch, Assistant Vice President, Presidential Relations, Marquette University

Kate Braasch is the Assistant Vice President for Presidential Relations at Marquette University. She has over 15 years of nonprofit fundraising experience; 13 in higher education. In her current position, Kate facilitates the President's role as the University's chief fundraiser managing presidential strategy and relationships around all fundraising efforts and events. She holds a Bachelor of Science in Community Health Education from UW-La Crosse and a Masters in Leadership Studies from Marquette University. Kate is a graduate of the Future Milwaukee program, serves on the Advancement Committee of Cristo Rey Jesuit High School, and is a member of CASE and JAA.



Rebecca Ehlers, Director of Communication and Marketing, Boys & Girls Clubs of Greater Milwaukee

Rebecca Ehlers is the Director of Communications & Marketing for Boys & Girls Clubs of Greater Milwaukee, one of the largest Club affiliates in the nation. In this role, she oversees advertising, public relations, design, digital media and special events. Prior to joining Boys & Girls Clubs, Rebecca worked at advertising agency Hoffman York, the Children's Hospital and Health System Foundation and Harley-Davidson Motor Company. Rebecca serves on the Board of Directors for LUMIN Schools and is part of PAVEs Board Corps program. In 2016 she was named Chief Marketing Officer of the Year by the Milwaukee Business Journal. Rebecca lives in Germantown with her husband and two children.

NEW MEMBERS



Allison Engel, Director, Women's Market Strategy, Northwestern Mutual

Allison Engel is the Director of Women's Market Strategy at Northwestern Mutual. This Los Angeles native relocated with her husband and daughter from Austin, Texas to Milwaukee last year. She brings over 15 years of work experience to the table including almost a decade in media sales and strategy and operations experience for various startups, including a Fintech company out of Austin. Most recently Allison was in a Global Marketing and Communications role at Dell where she helped to build and lead the Dell for Entrepreneurs initiative which she worked with high growth startups and the entrepreneur community in the US and Europe.



Laura Farnham, Global Product Management, Marketing & Engineering Executive

I am a senior executive with extensive global product management, marketing and engineering experience, complemented by broad technology and industry knowledge. Balanced perspective between strategic vision and tactical results. Proven track record of driving profitable growth. Expertise and measurable results across the following disciplines at Fortune 100 companies: business turn around and new business development, business and marketing strategy, marketing and product management functional excellence, new product and service development and introduction, new business model development and implementation.



Laura Glawe, Vice President, Marketing Communications, Greater Milwaukee Foundation

An integrated marketing communication professional, Laura has led teams in corporate, nonprofit, agency and higher education environments. She is currently a VP at the Greater Milwaukee Foundation where she engages daily in making the region a more vibrant place to live. Laura is dedicated to developing teams, individuals, and racial equity and inclusion. She was responsible for overseeing the brand at UW-Milwaukee for 10 years and is passionate about the value and assets the city has to offer. She is a mother of two daughters, enjoys road trips, and is interested in picking up her golf game again.



Denise Grancorvitz, Global Director International Analytics & Deployment, Kimberly-Clark

Over 25 years experience in FMCG Syndicated data and analytics on both the client and supplier side: Kimberly-Clark, SC Johnson & Son, Inc. and A.C. Nielsen. Education: Carlson School of Management MBA courses, and UW-Green Bay B.A. Business Administration. Married, husband Ron, and two children; Nicholas, age 20, student at UW-Milwaukee; Alysha, age 16, Junior at New Berlin Eisenhower. Interests include family, being a dance mom, running, traveling and wine.

NEW MEMBERS



Beth Griffin, Chief Marketing and Product Officer, Health Payment Systems

Beth Griffin serves as Chief Marketing and Product Officer for Health Payment Systems, Inc. Beth is responsible for the strategic positioning of HPS and leads the company's marketing, consumer engagement and product development efforts. Beth has over 30 years of experience in the financial services and healthcare payments industries. She has held a variety of leadership, product and business development roles at MasterCard, OptumHealth Financial Services, Metavante (now FIS Global) and Firststar (now US Bank).



Laura Gutierrez, Vice President of Academic Affairs, St. Anthony School

Laura Gutierrez is Vice President of Academic Affairs of the largest Catholic school in the nation and works collaboratively with the St. Anthony team to provide a safe, quality Catholic learning environment. Laura has 18 years of experience in education and has also worked in the public and charter education sectors, as well as in the business sector. Laura Gutierrez graduated from Carroll College with a dual major of Biology and Spanish. She has a Masters of Education in Policy and Leadership, a Director of Instruction license and Superintendent License. Laura and her husband, a senior software engineer, have 4 children.



Barbara Haig, Partner, Haig/Jackson Communications

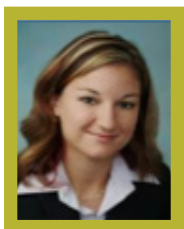
As an early entrepreneur, Barbara Haig started her own communications business in 1993 after spending a dozen years in TV and radio news. She brings a passion for issues and people to communications consulting, presentation and media training, and content creation and curation. Barb works with a number of local companies and organizations, including UW-Milwaukee, Greater Milwaukee Foundation, Froedtert & the Medical College and ASQ. Additionally, as a consultant to global companies Johnson Controls, Rockwell Automation, Harley-Davidson and United Technologies, her broad range of business experience especially in energy, technology, quality and healthcare make her a key resource. An avid theater-goer, Barb also serves on the Milwaukee Press Club Endowment and Milwaukee Robotics Coalition boards, and is involved in Washington Heights neighborhood and other activities.



Jeanne Hossenlopp, Vice President of Research and Innovation, Marquette University

Jeanne Hossenlopp is Marquette University's vice president for research and innovation and has served in a variety of other roles at Marquette since 1989. Hossenlopp oversees the work of the Offices of Research Compliance and Research Sponsored Programs, Marquette's presence in the Global Water Center, the University's Kohler Center for Entrepreneurship, and the Social Innovation Initiative. She directs Marquette's participation in the Clinical and Translational Science Institution of Southeastern Wisconsin, serves on boards of the Milwaukee Regional Innovation Center and the Cooperative Institute of Urban Agriculture and Nutrition and on the steering council for Scale-Up Milwaukee.

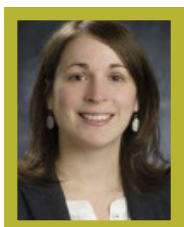
NEW MEMBERS



Sarah Hughes, Tax Executive Director, Ernst & Young LLP

Sarah is a Tax Executive Director in Ernst & Young's Private Client Services and Tax Consulting practice. She has more than 19 years of experience in public accounting serving high-net-worth entrepreneurs, their businesses and their families. Her primary focus is on providing holistic tax, financial and wealth planning, including strategic planning for hedge fund owners, businesses, succession planning, risk management, philanthropic planning, wealth transfer planning and income tax planning.

Sarah received her BA in accounting in 1996 from North Central College in Naperville, Illinois, and her Masters of Science in Taxation in 2001 from DePaul University. She has been a Certified Public Accountant since November, 1996 and is licensed in Illinois, Indiana, and Wisconsin. She is a Certified Financial Planner and an AICPA Personal Financial Specialist. She also has her Series 65 designation. Sarah is a member of the American Institute of Certified Public Accountant and formerly served on the AICPA's Personal Financial Planning Executive Committee. She is a member of the WICPA and is on the Milwaukee Women, Inc. Steering Committee.



Molly Jante, Product Owner for Open Innovation, Northwestern Mutual

Molly Jante, Product Owner for Open Innovation at Northwestern Mutual, is responsible for ideation across the enterprise and building out a strategy to integrate external ideas and partners into the innovation process. Formerly, she was a Lead Technology Researcher at NM, focused on evaluating technology trends that could enhance or disrupt NM's business model. Prior to her work at NM, Molly spent 10 years working as an economist for the federal government, including a tour at the US Embassy in Berlin, Germany for three years. Molly received her undergraduate and her Master's degree in applied economics from Marquette University.



Sister Andrea Lee, President, Alverno College

Sr. Andrea Lee, IHM, is the newly appointed President of Alverno College. Former President of St. Catherine University, Lee has seen exceptional achievements in her career field such as increased enrollment rates, improved university facilities, launched new graduate and undergraduate programs, and also led the most comprehensive campaign at the University, raising \$86 million. Nationally, Lee served on the system-level board of Catholic Health Initiatives, one of the nation's largest healthcare systems; and has held leadership roles with the Association of Catholic Colleges and Universities as Board member, conference presenter and advisor to new Catholic university presidents. She also served as national chair of The Religious Network for the Equality of Women, an interfaith coalition active in pursuing legislation to insure economic justice for women. Lee is a member of the Sisters, Servants of the Immaculate Heart of Mary, the adoptive mother of a son from Haiti, and proud grandmother of two young boys. A soccer fan and avid bicyclist, she is also an accomplished liturgical musician.

NEW MEMBERS



Karen Long, Associate, Grumman/Butkus Associates

I have been working at Grumman/Butkus Associates since graduating from MSOE in 2002 with a Bachelor of Science in Architectural Engineering. I have been designing electrical systems for buildings ever since. My BSAE degree included specialties in both structural and electrical system for buildings. I have designed renovations in many types of buildings, including pharmaceutical, institutional, telecommunications/data centers, offices, educational, and laboratory buildings. Over time, my career progressed with the company and I began taking on new roles. In 2012 I was promoted to Associate and became the head of our Electrical Department. I've started classes towards a Master's Degree in Engineering Management from MSOE and am waiting for my kids to get a little older to finish it up. I have been Chairperson of the Industry Advisory Committee for the Architectural Engineering and Construction Management degree program at MSOE since 2013.



Cheryl Kern, Global Director, Diversity and Inclusion, Johnson Controls

Cheryl Kern is Global Director, Diversity & Inclusion at Johnson Controls. Prior to her D&I roles, Kern held roles of increasing responsibility in sales, general management, supplier diversity and employee engagement for Xerox, International Paper and Amway. Her professional experience includes leadership responsibility for customers such as General Motors, Eaton, Dow Chemical and Ford. A native of Michigan, Kern has been recognized as a Top Diversity Executive in Corporate America by Black Enterprise, is a Champion of Diversity Award recipient, has been honored with the Diversity Salute Award and was named one of 10 Top Global Leaders in Diversity and Inclusion by Diversity Global Magazine. Kern is a published thought leader and speaker on global diversity and inclusion. Kern earned a BBA in Marketing from Western Michigan University and has participated in executive leadership development at Tuck's School of Business and Cornell University. She is a member of Alpha Kappa Alpha.



Lauren Malensek, Chief Human Resources Officer, Luther Manor

Lauren has a unique blend of leadership skills that span global manufacturing, professional services and healthcare industries. She has a proven ability to build and grow fully synchronized operating teams that align with corporate strategy and goals and enhance company reputation in the marketplace. Lauren's passion for implementing progressive practices in high growth organizations has lead several organizations to best in class in their industry. She also has an extensive background in mergers and acquisitions and is a trusted advisor to senior management. Lauren brings to the table many facets of human and interpersonal dynamics, including team building; Emotional Intelligence; Myers-Briggs; and Predictive Index.

NEW MEMBERS



Wendy Miller, Executive Vice President, Hays Companies of Wisconsin

In March 1999, Wendy founded Hays Companies of Wisconsin, along with Daniel J. Sapiro and Daniel J. Kwiecinski. Wendy has more than 25 years of experience in the industry, specializing in the design, marketing and servicing of global property, boiler and machinery, and ocean cargo insurance programs. At Hays Companies, Wendy continues to market and service domestic and large global property, boiler and machinery and ocean cargo accounts. Wendy received her BS in Industrial Engineering from the University of Wisconsin Platteville. She has also earned her designation as a Chartered Property Casualty Underwriter (CPCU).



Diana Moro Goane, Director Field Distribution Policies, Northwestern Mutual

Diana Moro Goane is the Director of Field Distribution Policies in the Career Distribution, Sales & Marketing function at Northwestern Mutual. Diana has been in various leadership roles in distribution, compliance and underwriting. Prior to joining NM, she was an ICU nurse. Diana earned her MBA and Bachelor of Science in Nursing from Alverno College. She is passionate about the value of diversity and inclusion and is the Chair of the NM Womens ERG. She is a community and church volunteer, enjoys being active and has completed two marathons. Her husband Ken, daughter Katie and two golden retrievers live in Muskego.



Alison Neuman, HR Director North America, Johnson Controls

Alison currently is the a Regional HR Director for North America at Johnson Controls responsible for the full HR initiatives and strategy implementation for a 2B business, 60 branches and over 4500 employees. She has been with Johnson Controls since 2006 and has had several HR leadership roles with increasing business scope and responsibility as well as lead global HR projects. Alison has 25 years of experience in the human resources field and has held various HR leadership and generalist roles at FIS and Columbia St. Marys Hospital in Milwaukee, Wis. She holds a master's degree in Human Resources and Labor Relations from University of Wisconsin Milwaukee and a bachelor's degree in Personnel and Labor Relations from University of Wisconsin Platteville.



Pamela Owens, Vice President of Development, Mount Mary University

Pamela Owens is the Vice President of Development at Mount Mary University, a Catholic women's university, where she leads fund development and alumnae relations. Pam has 20 years of advancement leadership both in healthcare and education foundations and has led marketing efforts at two institutions. She currently serves on the Board of Directors of Catholic Charities for the Archdiocese of Milwaukee. Prior to relocating to the Milwaukee area in 2014, Pam served on several boards including the Girl Scouts of Northern Illinois and the Greater WI Chapter of the Alzheimer's Association. Pam is a Certified Fundraising Executive. She and her husband live in Waukesha and have two grown boys, a daughter-in-law, and twin grandchildren.

NEW MEMBERS



Telia Peter, Director Internal Audit, Brady Corporation

Telia Peter is the Director of Internal Audit at Brady Corporation, a global manufacturer and marketer of complete solutions that identify and protect premises, products and people. Telia has also held the position of Audit Senior Manager for Ernst & Young. Overall, she has over 12 years of experience in both public accounting and corporate environments. Telia graduated from St. Norbert College, is a CPA and currently a member of the WICPA and AICPA. Telia serves as the Vice President of the Women's Leadership Alliance at Brady Corporation and is actively involved in supporting women achieve their professional goals.



Nicole Renouard, Executive Director, Centro Legal

Nicole is currently the Executive Director of a non-profit law firm, Centro Legal, responsible for all operation and development efforts. Prior to joining Centro Legal, Nicole practiced law with Whyte Hirschboeck Dudek (which since merged into Husch Blackwell) for over 15 years. Nicole is also an active community volunteer. She served on a number of committees and on the Board of the United Way of Greater Milwaukee and Waukesha Counties, and on committees of Feeding America Eastern Wisconsin and St. Monica's School. She also served as the president of the University of Notre Dame Alumni Club of Milwaukee and the Wisconsin Licensing Executive Society.



Jenny Roanhouse, Director of Audience Development, Milwaukee Business Journal

As Audience Development Director of the Milwaukee Business Journal, Jenny's role is to increase readership. She assists businesses and individuals gain more knowledge about their industry and the region by teaching various seminars demonstrating the power of the Milwaukee Business Journal. She has been with the Milwaukee Business Journal for 18 years. She has volunteered for various organizations including Next Door Foundation, Village at Manor Park, and WI Museum of Quilts & Fibers Arts. She received her Bachelors or Arts degree from UW-Milwaukee. In her free time, Jenny reads, practices yoga and is learning to play the violin.



Julie Roberts, Director, Global Aftermarket Strategy & Business Development, Johnson Controls

I've been in the automotive industry for 20 years. My experience includes innovation, product development, engineering, manufacturing/operations, customer account and program management, strategy and business development. I graduated from Kettering University (GMI) with a BA Mechanical Engineering and The University of Michigan with MS Engineering Management. I joined JCI in 2010, moving to Milwaukee from Detroit. I enjoy staying active with family, work and community through service and charitable groups including church, educational and women's organizations. Regardless of business or philanthropic focused I thrive on cross-functional collaborative teams to leverage and build the experience of individuals to achieve stretch goals.

NEW MEMBERS



Sara Russell Rodriguez, VP Clinical Services, Honeywell Life Care Solutions

Sara Russell Rodriguez is the Vice President of Clinical Services at Honeywell Life Care Solutions. In her current role, she serves as the chief clinical strategist for product development, while maintaining a team of field clinical consultants and fostering relationships between clients and partners. Ms. Russell Rodriguez has had multiple leadership roles in both private industry and public health, including working as a consultant on the data and public health strategy for ACOs, as well as serving as an Epidemic Intelligence Service Officer for the CDC and as the chronic disease director for the state of Colorado.



Dana Stevens. Director, Technology Business Partner, ManpowerGroup

My background is business first and technology second, Engineering and Computer Science. This is such a fantastic area for people who are passionate about using technology to increase business value. The opportunities for learning are endless as technology evolves and as almost every business depends on technology for a competitive advantage. So what happened to half of the smartest, most energetic, most creative people, women? How can we make this career appealing enough to get women to enter and to stay in this field? I want to encourage women to engage in science, specifically Information Technology, and help create environments where these talented women thrive, become leaders, and continue the cycle.



May yer Thao, Executive Director, Hmong Wisconsin Chamber of Commerce

May yer "mine-za" Thao is the Executive Director for the Hmong Wisconsin Chamber of Commerce (HWCC), a statewide Community Development Financial Institution headquartered in Milwaukee, whose mission is to provide financial resources and technical assistance (TA) to business and community development activities that improve economic opportunities in low-income and underserved communities, with a special focus on Hmong and Southeast Asian communities. During her two years with HWCC, May yer has deployed the most business loans in HWCC history and provided support and visibility to key, Hmong-owned cornerstone projects in Wisconsin. Under May yer's leadership, HWCC opened its first satellite office this September in Wausau.



Melanie Varin, Chief Marketing Officer, Luther Manor

Melanie is a strategic, change agent leader who inspires and develops teams who deliver pairing the experience of multinational corporations with the creativity and resourcefulness required for start-ups. She offers 20+ years of healthcare experience with functional expertise in strategic planning, sales leadership, global marketing, channel development, quality & operations. Melanie has built American and European teams from the ground up as well as developed inherited teams. She likes to guide and grow her team members, so that their individual skills are enhanced and so that together the team can soar to new heights. Melanie is married with 3 children.

NEW MEMBERS



DeVona Wright Cottrell, Director & Associate General Counsel, Baird

DeVona Wright Cottrell is Director and Associate General Counsel at Robert W. Baird & Co. Incorporated and provides her legal expertise to the firm's Fixed Income business unit. Joining Baird in 2007, she partners with the Fixed Income Capital Markets Business Unit by providing Fixed income Sales & Trading and the Public Finance team with legal advice and supporting regarding municipal finance transactions and best practices. DeVona also provides legal support to Compliance and Risk Management with regard to intellectual property, commercial real estate, regulatory and information security related matters. Prior to joining Baird, Ms. Wright Cottrell was a Partner with Gonzalez, Saggio & Harlan, LLP. Ms. Wright Cottrell earned her Executive M.B.A. from the University of Wisconsin-Milwaukee in 2006, J.D. from the University of Wisconsin-Madison in 1999 and B.A. in Political Science from Jackson State University (summa cum laude) in 1996.



Shelly Zinda, Director – Business Development, BDO USA, LLP

Shelly is the Director of Business Development for the Wisconsin offices of BDO USA, LLP, the 5th largest global accounting and advisory firm. Shelly manages the sales and marketing functions for BDO's Wisconsin offices and is a CPA. Prior to joining BDO, Shelly spent 4 years in public accounting and almost 20 years in senior management/executive roles, encompassing finance, accounting, customer service and HR. Shelly was a founder and governing Board Member of the Waukesha STEM Academy for 5 years.

Announcing a New Nomination Process for Membership

The membership committee is excited to announce an enhanced and more efficient approach to TEMPO Milwaukee membership nominations, effective **January 9, 2017**. The new process creates a more personalized approach to membership nominations by eliminating the online nomination form, while still providing TEMPO Milwaukee members the opportunity to bring forward the highest caliber of female leaders in our community.

MEMBER PROFILE

- **Professional Experience:** 10+ years professional experience
- **Additional Experience:** Executive-level or high-level managerial experience
- **Leadership:** Her organization/company's top executive or engages/has direct working involvement with top executives
- **Community Involvement:** Leadership in professional and/or civic organizations

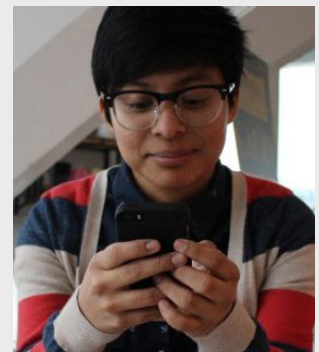
TEMPO Milwaukee members interested in nominating a female leader for membership must do so by emailing the TEMPO Milwaukee office at info@tempomilwaukee.org, noting the nominee's name and providing a few details including employer, title and a LinkedIn profile. A membership committee member will contact you to learn more about your nominee's qualifications and the impact she will have as a TEMPO Milwaukee member. This information is then taken back to the full membership committee for discussion and a decision on a quarterly basis. Learn more at **www.tempomilwaukee.org/becoming-a-member**. Questions? Contact Sharon deGuzman, Marie Suesse or Jen Dirks.

Katie Swick Joins TEMPO Milwaukee as Project & Events Intern

Hello! My name is Katie Swick and I'm a senior at the University of Wisconsin-Milwaukee studying Journalism, Advertising and Media studies. I'm in love with the logistics of getting the word out about great organizations and cultivating dialogue.

In my free time, I like to go running in the summers and snuggling up with my cat Theo watching satiric comedies or global documentaries in the winters. Nothing makes my mornings better than a new playlist on Spotify featuring new indie artists I've yet to explore.

In the future, I hope to continue working for nonprofits in Milwaukee. This city has become my home over the past four years and I strive to give back to the community.



KATIE SWICK

Members Have Donated more than \$8,500 to the Foundation since May 1

Members have generously donated more than **\$8,500** to the TEMPO Milwaukee Foundation, our 501(c)3 charitable organization since May 1, 2016. The Foundation has allowed TEMPO Milwaukee to provide educational scholarships to undergraduate female students for 27 years. In 2017, we are working to expand the Foundation's impact even further. Work is underway to develop several grant opportunities to be launched mid-year. More information to come.



We acknowledge the following individuals for their contributions, as well as the dozens of member and Emerging Women Leaders who contributed to the Holiday Party raffle.

Anne Ballentine, Kris Best, Lisa Cieslak, Sharon deGuzman, Jennifer Dirks, Mary Dowell, Barb Ecklund, Katherine Gehl, Cathy Girard, Patti Gorsky, Barb Haig, Beth Healy, Renee Herzing, Jayne Hladio, Caroline Krider, Lori Langholz, Mary Linehan, Jody Lowe, Linda Neff, Pamela Owens, Robin Pisarek, Nicole Renouard, Meghan Slocum, Rose Spang, Kirstin Stahl, Jean Stevens, MaryAnn Raash, Ellen Trytek, Martha Valerio, Marilyn Vollrath, Vera Westphal

Go Red for Women in February, hosted by the Emerging Women Leaders February 2017

The Emerging Women Leaders Community Involvement committee is partnering with the American Heart Association in February to raise awareness of and put an end to the number one killer of women – heart disease. Members can get involved by wearing **red** on Feb. 3, National Wear Red Day, and by engaging with TEMPO Milwaukee social media posts throughout the month to spread the news. All you have to do is LIKE IT, SHARE IT, or TAG IT.





Women's Affinity Alliance News



Thank you,
2016-17 Corporate Partners!



UPCOMING EVENTS

Women's Affinity Alliance Program
Hosted by Johnson Controls
"Leading Through Change"
February 7, 2017; 4pm-7pm
Johnson Controls, Glendale

Join local leaders as they share experiences and insights on adapting, transforming and succeeding in times of significant change. Learn how to enhance your women's affinity network with the skill sets needed to make an impact on your business.

WAA Members – No Cost
Non-WAA Members/Guests - \$40

Panelists: Erickajoy Daniels, Sr. VP Diversity & Inclusion, Aurora Health Care | Tami Garrison, Community Affairs, MillerCoors | Kara Kaiser, Managing Director, BMO Private Bank | Tarajee Rucker, HR Director, Johnson Controls



International Women's Day

Network with the Women's Affinity Alliance
on International Women's Day
March 8, 2017; 4pm-7pm – University Club of Milwaukee

Join Women's Affinity Alliance members and other leaders interested in the development of their company's women's employee resource groups at a purely social networking event on International Women's Day, March 8, 2017. If you are curious about the Women's Affinity Alliance or membership, here's a great opportunity to network and ask questions about the initiative or what other ERGs in Milwaukee are doing.

WAA Members – No Cost | Non-Members/Guests - \$25



PAST EVENT

Women's Affinity Alliance Program Hosted by Goodwill Industries "From Unconscious Bias to Inclusive Leadership"

Speaker: Krista Brookman, Catalyst
November 30, 2016

Corporate partner Goodwill hosted one of the most popular Women's Affinity Alliance programs to-date in November led by TEMPO Milwaukee member Krista Brookman. Krista took attendees through an interactive presentation and tactics to help combat unconscious bias as a leader, and aid in creating a more inclusive workplace. Visit the Resource Repository at tempomilwaukee.org/waa for helpful resources related to unconscious bias.

Try this quick exercise with your teams to bring awareness to the unconscious biases we all hold:

1. Share something people can't tell just from looking at you.
2. Share something people assume about you.





PRESENTED BY:



WITH ADDITIONAL SUPPORT FROM:



Much work was done in 2016 to lay a foundation and create structure around the Emerging Women Leaders initiative. Four committees were formed, and with best practices now in place are working to continue the momentum and plan regular activities for 2017. The mission, vision, and strategy for Emerging Women Leaders was also defined and recently finalized. Now in the second year of the program, and with 30 additional participants joining the group, we look forward to a successful year ahead as we live out our mission and vision.

MISSION: Connect and foster emerging women leaders through our enterprise of relevant programming, events, mentoring, and community involvement.

VISION: Professional women leaders working together to drive advancement while bringing others with us.

CORE COMPETENCIES: Programming, Mentoring, Community Involvement, & Events.



2017 STRATEGIC PRIORITIES:

Establish the EWL BRAND

Establish the EWL Brand as the premier group where professional women leaders are working together to drive advancement while bringing others with us.

Increase EWL participant ENGAGEMENT

Increase EWL Participant Engagement by enhancing the experience of being an EWL participant.

Drive strategic GROWTH

Drive Strategic Growth for EWL including number of EWL events, number of community partnerships, and number of participants.

Raise AWARENESS of EWL events and initiatives

Raise awareness of EWL events, initiatives, and how to get involved amongst its participants, TEMPO members, and the community.

PAST EVENTS

Program Meeting Featuring Angela Damiani, NEWaukee November 9, 2016

TEMPO Milwaukee member Angela Damiani, co-founder and CEO of NEWaukee, spoke candidly about her career path and vision for Milwaukee to Emerging Women Leaders and guests. Special thanks to EWL participant Leah Fiasca for moderating the discussion.



Collaboration with the Boys and Girls Clubs' "Celebrating G.I.R.L.S." Event

The Emerging Women Leaders Community Involvement committee partnered with the **Boys & Girls Clubs of Greater Milwaukee** for its **Celebrating G.I.R.L.S.** event on November 10. Several participants volunteered at the registration table for the event, which highlights G.I.R.L. (Growing Inspirational Responsible Leaders) programming. Emerging Women Leaders also assisted with a pre-event art project with Club girls on October 27.



2017 Kickoff, Orientation & Social January 17, 2017

The first and second classes of Emerging Women Leaders came together to kick off 2017 and the second year of the program on Jan. 17. Leadership and committee co-chairs presented on what's to come this year, how to get involved, and how to get the most out of participation in Emerging Women Leaders.



UPCOMING EVENTS

Community Involvement Opportunity Go Red for Women in February!

The Community Involvement committee is partnering with the American Heart Association in February to raise awareness of and put an end to the number one killer of women – heart disease. Get involved by wearing red on Feb. 3, National Wear Red Day, or by engaging with TEMPO Milwaukee social media posts throughout the month. All you have to do is LIKE IT, SHARE IT, or TAG IT.





SARAH SMITH PANCHERI

March Program Meeting - #SquadGoals

March 7, 2017; 11:30am-1:15pm

As Summerfest prepares to celebrate its 50th year this summer, Emerging Women Leaders have the opportunity to hear from Sarah Smith Pancheri, TEMPO Milwaukee member and VP of Sales and Marketing at Milwaukee World Festival. Sarah will lead a panel discussion composed of 3 to 4 members of her "squad" – a group of women whom she got to know early in her career who have since become her best friends. These women, who each hold leadership positions across greater Milwaukee, also support and influence one another professionally. Sarah and her squad members will discuss their personal brands, how their friendship has contributed to their brands as well as advice for how Emerging Women Leaders can build and nurture their own squads.

1:1 Mentoring Pilot Program Kickoff

March 30, 2017; 5-6:30pm

It's time to meet your match at the 1:1 Mentor Pilot Program Kickoff event! If you have signed up to participate in the program, which matches Emerging Women Leaders mentees with TEMPO Milwaukee members mentors, plan on attending this important kickoff event. Emerging Women Leaders will formally meet their mentors for the first time, and matches will participate in a number of interactive table discussions to help define goals, learn best practices and prepare for a successful mentoring relationship. Matches will be communicated to individuals in early March. More information to come!



Speed Networking Happy Hour Hosted by the Events Committee

April 11, 2017

Save the date!

NEW CLASS OF EMERGING WOMEN LEADERS



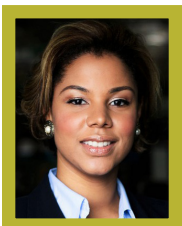
Mary Allmon, Partner and Portfolio Manager, Marietta Investment Partners

I graduated from Marquette University and began my career in investment management when I joined Marietta in 2005. In my career, I seek to identify successful companies to invest in, share my analysis with our clients, and work together to create a customized portfolio suited to their individual needs. I am dedicated to the success of my firm and Milwaukee, and my hobbies and interests support my commitment to be a conscientious member of the community. I actively involved in the NAF Academy of Finance at the James Madison Academic Campus (MPS) and Make a Difference-Wisconsin.



Brenda Andrews, Account Director, GMR Marketing

Brenda Andrews is currently an Account Director in client services at GMR Marketing. Brenda has been with GMR for over 11 years, working primarily with clients in the sports sponsorship landscape across various properties including the NCAA, NFL, NHL, MLB, and USOC. Born and raised in Minnesota, Brenda made her way to Milwaukee to attend UW-Milwaukee on a soccer scholarship where she graduated with a degree in Journalism. She currently lives in Greendale with her husband Jared.



Rayna Andrews, Sr. Director of Community Engagement, Feeding America Eastern Wisconsin

Rayna Andrews oversees Community Engagement and Partnerships for Feeding America Eastern Wisconsin. In her current role, she is responsible for public affairs in eastern Wisconsin. Rayna serves on the Board of Directors of the University of Wisconsin-Oshkosh, Milwaukee Excellence Charter School, and the Rotary Club of Mequon-Milwaukee Afterhours. She is also an advisory board member for Froedtert and the Medical College of Wisconsin's Cancer Center. Rayna is a Community Partnership for Health Equity Fellow with the Medical Education Cooperative with Cuba. In 2016, she was recognized by the Milwaukee Business Journal as a 40 Under 40 honoree and as a United Way Philanthropic Five honoree in 2014.



Aliah Berman, Director, Diversity & Inclusion, Aurora Health Care

Aliah is the Director of Talent Acquisition, Diversity & Inclusion for Aurora Health Care. She is responsible for managing the development, integration and delivery of creative and impactful educational programs, educational resources, and projects related to the accomplishment of Aurora's recruitment of a diverse workforce. Aliah is a board member for the Schlitz Audubon Nature Center and for NEWaukee. She is a graduate of Xavier University (Cincinnati) and Marquette University Law School. She lives in Fox Point with her husband and two children.

NEW CLASS OF EMERGING WOMEN LEADERS



Brittany Blackwelder, Finance Manager, Capri Senior Communities

Britt Blackwelder has a B.S. in Accounting from George Mason University in Northern Virginia, and an MBA from the University of Richmond, where she served as Vice President of the Womens MBA Association. She previously worked for Brookdale Senior Living serving in areas such as Internal Audit and Procurement in Milwaukee before assisting in operating a 250-bed Assisted Living community in Richmond, Virginia. She and her husband moved back to Milwaukee in August of 2016 after accepting a Finance Manager position with Capri Senior Communities.



Melissa Bugni, Program Manager-Day Services, Goodwill Industries of Southeastern Wisconsin

Melissa will soon be celebrating 10 years of service to Goodwill Industries of Southeastern Wisconsin in February. Beginning as a case manager has allowed me to stay client facing during times of change with the organization. As the current Program Manager of the Day Services Program at our Greendale campus I am able to use skills that I accrued as a case manager to continue positive relationships with stakeholders and other peers within my organization. I value the position as Program Manager because it allows me to work daily with our participant community and also use my management skills to oversee a wonderful team of employees. Prior to working for Goodwill, I was fortunate to hold a position as a contracted case manager with Easter Seals Kindcare and also at Curative Care Network. I am very excited to be a part of TEMPO Milwaukee's Emerging Women Leaders and am eager to expand my knowledge base and leadership skills.



April Christian, Director, Creative Project Manager, GMR Marketing

April Christian, Director of Creative Project Management at GMR Marketing, began her career after graduating from Northern Michigan University. Her path led her to project management while working for a firm in Portland, Oregon. April and her husband moved to Milwaukee in 2011, and was hired as Creative Project Manager at GMR in 2012, growing the project management team from one to 10. April has managed the door programs for Super Bowl XLIX and 50, designing NFL environments including the stadium and team hotels. Recently, April was elected Operational Head of GMR's women's initiative GLOW (Growing Leadership Opportunities for Women).



Lauren Falk, Marketing Manager, Fiserv

As a new member of the Emerging Women Leaders, I am eager to participate in the events and learning opportunities to further my professional and personal goals. I am a seasoned marketing professional with over 15 years of corporate marketing, communications, event, PR, sales and business development experience. Currently I work from home for Fiserv, a global financial technology company based in Brookfield, WI, as a marketing manager for their Cash & Logistics and Enterprise Content Management business units. Fun facts: I also spent a number of years dancing, most recently for the NBA, before I retired in 2007. When I am not working, I enjoy working out, cooking, enjoying wine and spending time with friends.

NEW CLASS OF
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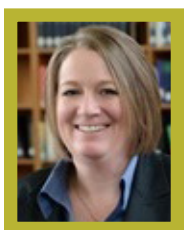
Sarah Fracek, Director of Communications, Kane Communications Group

Sarah Fracek joined Kane Communications Group (KCG) in 2016, bringing with her 11+ years working at a variety of marketing, advertising and branding agencies around Milwaukee. She has led creative teams to develop award-winning campaigns and currently is responsible for strategic branding, marketing communications planning and creative direction for KCG's clients. In her spare time, Sarah serves as a consultant to a number of nonprofit startups and serves as the VP of Brand & Marketing for Feeding Mouths Filling Minds - a nonprofit dedicated to ending childhood hunger around the world. Sarah holds a bachelor's degree from UW La Crosse.



Rebecca Greene, Attorney, Reinhart Boerner Van Deuren S.C.

Rebecca Greene is a shareholder in Reinhart's Employee Benefits Practice where she advises a wide variety of clients that sponsor employee benefit plans, including private and publicly held businesses and Taft-Hartley multiemployer benefit funds. She counsels plan sponsors and plan fiduciaries on all issues for qualified retirement plans, ESOPs, health benefit plans, fringe benefit plans, and non-qualified deferred compensation arrangements. Rebecca is actively involved with and holds leadership positions in several internal and external organizations, including the Reinhart Women's Forum, Greater Milwaukee Employee Benefits Council, New Berlin Junior Woman's Club, and Professional Dimensions.



Sara Harrington, Sr. Talent Development Consultant, VP, Baird

With fifteen years experience as a learning professional, Sara Harrington models her passion and personal commitment for continuous improvement. After graduating from UW Madison, Sara contributed to advancing our Milwaukee youth, serving for nine years as both educator and assistant director at El Puente High School. Expanding into the field of adult education with a MAE from Alverno, Sara led a number of instructional design projects and talent management initiatives for Bucyrus International Inc. and Caterpillar Inc. Currently, as a Sr. Talent Development Consultant for Baird, Sara's primary focus is on improving Leadership Development, Career Management, and Associate Engagement.



Shannon Hilliard, Financial Representative, Thrivent Financial

Shannon Hilliard is from Milwaukee, WI and attended Alverno College, where she completed a Bachelor of Liberal Arts in Professional Communication with a Minor in Humanities. Currently, she's a Financial Representative at a Fortune 500 Company, Thrivent Financial. Her expertise is used to provide financial services as well as guidance to Thrivent Members. Prior to her career at Thrivent, Shannon was employed at BMO Harris Bank N.A., for 18+ years. Her leadership role has included goal-setting, mentoring, coaching, etc. Shannon enjoys spending time with her beautiful daughter Vitoria and dog Cody. She's passionate about animals.

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Beth Howell, Sr. Projects Services Manager, Baird

Beth Howell is a Sr. Project Services Manager at Baird. Her responsibilities include managing a Team Lead, Project Managers, Business Analysts and QA Analysts in partnership with Application Developers to deliver IT projects to business partners. Beth holds an undergraduate degree in Psychology from UW-Eau Claire and a Masters of Business Administration from UW- Whitewater. She lives in Wauwatosa and enjoys giving time back to various organizations across the Milwaukee community.



Andrea Hug, Corporate Relations & Events Manager, Make-A-Wish Wisconsin

Andrea Hug is a 2005 graduate of the University of Wisconsin Green Bay. She graduated with a double major in Communication Processes and Spanish. A background in customer service and hospitality led to her passion for non-profit work. She has been with Make-A-Wish Wisconsin since 2008 and serves as their Corporate Relations & Events Manager. She lives in Hales Corners with her husband Michael and daughters Sadie and Charlie. While a toddler and infant don't allow for a lot of spare time, when she has some she enjoys shopping, running, barre classes, yoga and spending time at their family lake house.



Tricia Landreman, Account Manager, Entercom

Tricia is a former 4th grade teacher who made a career change 5 years ago. She now represents Entercom in Milwaukee, a marketing solutions company and loves it. She works with local and national brands to help them meet their marketing goals through a variety of avenues to develop results driven campaigns. She enjoys partnering with charitable organizations such as Make a Wish, Give Kids the World, MACC Fund, and Sled Hockey for children with disabilities. She and her husband most recently purchased a home in Franklin.



Lisa Lunsford, Business Analyst, Thomson Reuters

I grew up in St. Paul, MN and graduated from the nearby University of St. Thomas. After teaching high school for two years, I relocated to Milwaukee and worked as a paralegal at an estate planning firm. I became manager of process improvement there, eventually making their workflow so efficient that my role could be eliminated. I then transitioned to Thomson Reuters, where I now work in technology development as a business analyst. I obtained my PMP certification in January of 2016, and on the side I enjoy offering management consulting services for small businesses.

NEW CLASS OF
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Meghan Massey, Account Director, BVK

As an Account Director in the healthcare division at BVK in Milwaukee, Meghan works with hospitals and health systems around the country on strategic marketing and communications. Meghan has been at BVK for four years after relocating with her husband from Chicago. In addition to being a mom of soon to be two and working at BVK, Meghan spent time on the WHPRMS board serving the Wisconsin healthcare community as an Education Co-Chair in 2014/2015, and is a member of the United AdWorkers mentorship program coaching Milwaukee advertising students interested in a career in advertising. Meghan is also passionate about the organization Make-A-Wish, volunteering as a wish granter in the greater Milwaukee area to meet with Milwaukee children and their families to turn their wishes into a reality.



Melissa McCord, Attorney, Quarles & Brady LLP

Melissa McCord is an attorney at Quarles & Brady LLP, where she represents financial institutions and companies in commercial finance transactions. Melissa was born in upstate New York and grew up in Cleveland. She earned a journalism degree in 1997 from Ohio University. After working for a newspaper in Ohio and for The Associated Press in Milwaukee for nine years, Melissa decided to go to Marquette University Law School, where she earned her law degree in 2010. Melissa and her husband, Eric Andersen, love to travel, and their favorite destination is their most recent one.



Crystal Morgan, Director of Community Diversity, Aurora Health Care

Crystal Morgan is the Director of Community Diversity Engagement at Aurora Health Care. Prior to joining Aurora, Morgan was the Individual and Foundation Relationships Manager for City Year Milwaukee. She also helped co-found diverse young professionals group Social X. Ms. Morgan's community involvement includes: PAVE, United Way of Greater Milwaukee and Waukesha County LINC committee member, member of Alpha Kappa Alpha Sorority, Inc. multi-cultural advisory board member for Visit Milwaukee, and member of Professional Dimensions. She has past participation Future Milwaukee Leadership Program, Center for Progressive Leadership and past advisor for the YMCA Teen Achievers program. Ms. Morgan is a member of the Milwaukee Business Journal's 2016 40 under 40 class. Morgan holds a B.S. from the University of Minnesota - Twin Cities and a Master's Degree from Marquette University.

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Brooke Napiwocki, Wealth Management Advisor, Crescendo Wealth Management

Brooke Napiwocki, CFP, MBA brings more than 15 years of experience in the financial services industry during which she has financially advised individuals, small businesses and institutional clients. Brooke views her financial planning work at Crescendo Wealth Management as a unique helping profession in financial services. She focuses her practice on partnering with mid-career professional women, couples and their families and is deeply committed to educating and empowering them to feel confident about making financial decisions. She helps her clients get financially organized and articulate their goals and then works with them to prioritize and take action toward those goals.



Carrie Nichols, Vice President – Client Service, Fiduciary Management, Inc.

Ms. Nichols joined Fiduciary Management, Inc. in 2015. She is responsible for helping with the marketing and client service efforts of the firm. Ms. Nichols began her career in marketing and client service at Nicholas Company, Inc. (2005-2006). Most recently she was an Institutional Sales Representative at FactSet Research Systems Inc. (2006-2015). Ms. Nichols received a BS degree from Indiana University – Kelley School of Business.

Shannon Pogodzinski, Sr. Director Brand Engagement, Aurora Health Care

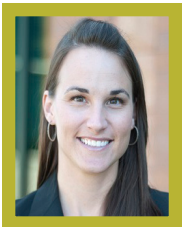
Shannon Pogodzinski is Sr. Director Brand Engagement at Aurora Health Care. Prior to joining Aurora, she worked in brand management and brand strategy roles for Laughlin Constable and Kohl's Department Stores. She's passionate, and driven to find opportunities that meaningfully connect brands to people. Shannon is a continuous learner, a world-junker, a health and fitness fanatic, and enjoys spending time with family and friends.



Katie Rasoul, Owner, Team Awesome LLC

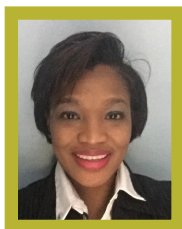
Katie is a coach and consultant helping leaders be the best version of themselves through her company, Team Awesome LLC. She is an optimistic realist and enjoys finding awesomeness in all areas of life. Katie has led leadership, team culture, organizational development and HR best practices for more than a decade. She has most recently served as a Vice President of Human Resources for a nearly \$4 billion publicly traded company. Katie has a BBA in Finance and a BA in French from the University of Wisconsin Oshkosh, and an MBA from the University of Wisconsin Consortium program. She has earned a Senior Professional Human Resources (SPHR) certification.

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Katie Richter, Manager, Clinical Trial Business Services, Aurora Health Care

Katie oversees the contracts, budgets and billing operations of Aurora Health Care's Aurora Research Institute where she leverages her knowledge of best and leading industry practices to bring innovative research operations ideas to Aurora. Prior to joining Aurora, Katie successfully grew from scratch the contracts/budgets and billing compliance departments of a clinical research services firm, where she worked with some of the leading research institutions in the nation as well as provided services for one of the largest consulting firms in the country. Katie earned her BS in Biology and BS in Political Science from the University of Wisconsin-Madison.



Tarajee Rucker, HR Director, Corporate, Johnson Controls

My name is Tarajee Rucker, I'm the Director of Corporate Human Resources at Johnson Controls. I provide strategic HR leadership through driving HR programs and initiatives supporting Enterprise Finance and the Corporate Procurement organization. I have over 10 years of progressive Human Resources experience. My breadth of experience includes benefits, restructuring, business transformation, organizational design, performance management, succession planning, employee engagement, employee relations, and learning and development. I received my B.S.- HRM from UW Parkside and am pursuing my M.D. from Keller Graduate School. My husband and I have 2 beautiful children and reside in Waukesha and are actively involved in the community.



Lynn Sheka, Vice President, Reputation Partners LLC

Lynn is a vice president at Reputation Partners, LLC, a full-service public relations firm established in 2002 with operations in both Chicago and Milwaukee. Based in the firm's Milwaukee office, Lynn serves as a lead strategist and daily project manager for the firm's Milwaukee and greater Wisconsin clients, and brings both agency and in-house communications experience to her work. Lynn previously served as the associate director of university communication at Marquette University. Lynn earned both her bachelors and MBA degrees from Marquette University. She serves on the board of Woodlands School, a National School of Character charter school in Milwaukee, and is a founding board member for Impact100 Greater Milwaukee, a women's collective philanthropy organization.



Jordan Spillane, Ambulatory Pharmacy Manager, Froedtert & the Medical College of Wisconsin

Jordan Spillane (Ambrose) is an Ambulatory Pharmacy Manager at Froedtert & the Medical College of Wisconsin. In this role, Jordan is involved in a variety of ambulatory projects and oversees the operations of five retail pharmacies and five ambulatory clinics across the health system. In addition, Jordan is a sitting member of Vizient's National Ambulatory Pharmacy Committee. Outside of work, Jordan is enjoying newlywed life and learning how to be a successful home owner. For the past year, Jordan has served on the Board of The Junior League of Milwaukee as Director of Operations.

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Fran Sutter, Director, Business Development, Laughlin Constable

Fran Sutter is a marketing and ad agency devotee and has spent her entire career to date living the agency life. This has included leading the accounts of Comcast, Kimberly-Clark, Microsoft and others while at GMR Marketing and currently as the Director of Business Development at Laughlin Constable. Fran is a planner to the core and finds the most rewarding work is creating and facilitating solutions. Planning isn't just for work, as she also enjoys the planning aspects of home renovation projects, entertaining and especially travel.



Natalie Verette, Senior Account Executive, Mueller Communications

As a senior account executive at Mueller Communications, Natalie Verette leads a variety of teams to execute communications and public affairs strategies for clients across a wide range of industries. Outside of work, she serves on the Milwaukee Rep's Spotlight Advisory Committee and the Advertising & Promotions Committee for German Fest. Natalie spent eight years as the chief of staff for a representative in the Wisconsin State Assembly and managed legislative campaigns across the state. She is a graduate of Fordham University. After college, Natalie was a member of the Jesuit Volunteer Corps in San Francisco working with at-risk youth.



Amy Winter, Global Community Affairs Manager, S.C. Johnson

Amy Winter joined SC Johnson in 2014 – bringing with her 10+ years of experience in professional services and public relations in the Milwaukee area. She is a part of SC Johnson's Global Community Affairs group and currently manages community programming and guest relations. Amy dedicates her spare time to the United Way of Racine County and Three Harbors Council – BSA. She also keeps busy juggling three kids ages 6, 4, and 1. Amy holds a bachelor's degree from UW-La Crosse.

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