



Anchorage NAWIC News

National Association of Women in Construction

December 2005
Region 9

Issue 19/ Volume 2
Chapter 197 Anchorage, Alaska

President
Evie Clark

Vice President
Misty Dawn Crim

Recording Secretary
Debbie Kochanuski

Corresponding Secretary
Cricket Gartrell

Treasurer
Tracie Pierce

Directors
*Kathleen Bugbee
Sandy Jensen
Traci Johnson*

Parliamentarian
Chris "Mistress of all Fun" Jett

President's Message – Dec. 1, 2005 By: President Evelyn P. Clark, CCA

WHEW! Time to take a breather from all the activities of the past month, and get rested for the busy Holiday Season ahead! We have SO much to be thankful for, and I would like to acknowledge a few of our NAWIC members who make things happen throughout the year, including:

- Misty Dawn Crim and Chris Jett for working their MAGIC to produce another exceptional Construction Fun Fair for the AGC Statewide Conference. If you missed this year's event... you won't believe how many new and innovative activities were planned for the children! AGC members and staff alike were highly complimentary about this function... it just keeps getting bigger and better!
- Traci Johnson, for compiling the "Members and Friends Opinion Survey" (see responses in this Newsletter). The lucky winner of our drawing for a free lunch was Cricket Gartrell... The Board of Directors will be following up on your ideas at our December Board Meeting.
- Tracie Pierce for spending hours and HOURS of her time to get our Chapter web site updated. Take a look at www.nawic-ak.org and see the VAST improvements for yourself!
- Cricket Gartrell for planning our program for the Dec. 14th Holiday meeting! Be sure to see inside this Newsletter for details... and make plans to attend. We hope you will enjoy this year's innovative program. No food to prepare, no gifts to purchase and wrap... not even a white elephant to take home afterwards!
- All of YOU for volunteering to assist with the AGC Conference, for responding to the Opinion Survey, and for making the commitment to renew your membership in NAWIC.

As part of the AGC Conference, I was pleased to represent NAWIC and the NAWIC Education Foundation as one of the Friday morning breakfast speakers. Vicki Schneibel, AGC's Training Director gave us almost 10 minutes of the breakfast program to explain our educational programs, and how they can benefit both AGC and NAWIC through our Partnering Agreement. I was pleased to see several NAWIC members in attendance to serve as familiar smiling faces in the crowd... and to help "wake up" those sleepy contractors at O'dark 30!

"Witty Words from Wise Women"

Where there is a woman there is magic.
- Ntozake Shange

Looking forward to seeing YOUR smiling face at our Dec. 14 Holiday Meeting!

Evie

Core Purpose: To Enhance the Success of Women in the Construction Industry.

Core Values:

- Believe in ourselves as women.
- Persevere with the strength of our convictions.
- Dare to move into new horizons

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P.O. Box 91945
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Website:
www.nawic-ak.org
(Alaska website)
www.nawicregion9.org
(Region 9 website)
www.nawic.org
(national website)

The holiday season is upon us and we are excited about our Alaska NAWIC 2005 Holiday Program. The evening will be filled with good cheer and good will.



The evening – Wednesday, December 14

The location - Coast International Inn, 3333 West International Airport Road (reach off Spenard behind National Guard building.)

The time –

- 5:30 – Networking
- 6:00 – Dinner Buffet (\$25)
- 7:00 – Brief meeting followed by FUN Program

Please RSVP for dinner to: Misty at her email address: mistycr@WilderConstruction.com) by Monday, Dec. 12!!!

The (basic) program details:

The Holiday Program committee would like this year's Holiday Season to be less stressful for you. With that in mind, we invite you to join us for a worry-free evening by eliminating the need for shopping, wrapping, hauling, etc.!!!

1. In lieu of exchanging wrapped gifts, this year we'll do an incremental **split the pot**. Participants purchase tickets for \$5.00 each – no limit on the number of tickets one can purchase (even encourage “pre-selling”). After the tickets are sold, the total cash value will be split between charitable gift(s) and the cash prizes (85% to charity; 15% to three cash prizes). Cash prizes will be given to the holder of the 17th pulled ticket; the 56th pulled ticket and the **last** ticket pulled. As we count down towards the last five tickets remaining in the "hat"... those with their names remaining in contention will have the opportunity to "make a deal" or not!
2. In addition to the Split the Pot raffle, some members have donated wrapped gifts to supplement the cash prizes. If you would like to bring any items to donate to add to the excitement, please do so!!!
3. If you've been collecting those hotel give-aways with the hope of donating to a group that can use them and would be excited to receive them, now's the time to gather them together and bring them with you. All collected items will be donated to Clair House.

During the evening, all present will vote to determine which of several charities will receive the cash donation(s).

The evening will be enjoyable with many laughs, cash gifts, and good company. Thank you for participating.

If you have questions or comments, please email or call Cricket Gartrell at cgartrell@risealaska.com or office # 276-8095 or cell # 360-8599.



National Association of Women in Construction
Anchorage, Alaska Chapter #197
General Membership Meeting
Coast International Inn
November 9, 2005

President Evie Clark called the meeting to order at 6:00 p.m.

Self-introductions were made. There being 12 members and 9 guests present, a quorum was established.

Program: Tamie Taylor introduced the guest speaker, Kim Eaton, Alyeska Pipeline Service Company (APSC). Kim presented a very informative talk on the restructuring of APSC and how WBEs fit into their new organization.

Member Profile: Sandy Rapp, owner of Belle Acquisitions, was the member profile for this month. Belle Acquisition procures many different items for many different individuals and agencies. If you need it, and cannot find it, call Sandy.

President Report: President Clark offered thank yous to members Kathleen Bugbee for opening up her office to provide needed space for an AGC Construction Fun Fair work party, and to Traci Pierce for her continued work to update our chapter's web site. President Clark introduced Chris Jett, Region 9 Membership Chairman who presented Tamie Taylor with a certificate for recruiting new NAWIC members on behalf of Region 9. Good work ladies!

Recording Secretary Report: Minutes of the October meeting were e-mailed to all members. Minutes were approved as corrected.

Corresponding Secretary Report: The mail was distributed accordingly. Cricket will send out a get-well card to Shelli Hayes to show our support and good wishes for her granddaughter who is very ill.

Treasurer Report: The Treasurer's report was distributed and various items were discussed. The Board will discuss some budget items at the next board meeting on November 29, 2005.

COMMITTEE REPORTS:

Membership Committee: As of November 9, there are 25 members renewed and 11 not renewed for the new fiscal year.

Upcoming Programs:

- December; Holiday Charity
- January; 3rd Contracting Squadron to discuss base contracting
- February; Corps of Engineers
- March; WIC week

AGC Family Night/Conference Committee: Coming up very soon, November 11, 2005. Each time you volunteer in some capacity to help out with the event you will get an entry into a special drawing for a one night stay at the Anchorage Historic Hotel, which includes a \$60.00 gift certificate to Orso restaurant and a horse-drawn carriage ride downtown.

NEF: The NEF Nominating Committee is seeking interested individuals to serve as Trustees and/ Officers of NEF for the 2006/07 term. If you are interested in serving and would like additional information, please contact Traci Johnson.

Job Bank: Please forward any information relating to job openings or employment needed to Cricket via email cgartrell@risealaska.com or fax, 276-8602. Cricket will generate a job flyer to be distributed at the General Meetings and put notices in the monthly newsletter.

Newsletter: The November newsletter was emailed to all members. The deadline for submitting items for the newsletter is the Wednesday following board meetings.

UNFINISHED BUSINESS:

Focus Group: The results of the Focus Group were attached to the meeting agenda, please read and comment.

2005/2006 Planning: The Member and Friends Opinion survey ends November 9 and results will be discussed after they are compiled by Traci Johnson. The drawing for the lunch with the “Board member of your choice” was won by Cricket Gartrell.

NEW BUSINESS:

The Board has recommended that dinner choices will be limited to three items; chicken parmesan, steak, or grilled chicken salad, for 2006. It has also been suggested the price for dinner be raised to \$20.00 in order to generate money for the chapter. The Board will discuss these options at the November 29, 2005 meeting.

ANNOUNCEMENTS:

There is a special interest group of business owners that meet monthly, contact Tami Taylor if you would like more information.

The Home Builders Association is having a seminar on Construction Financial Disasters on Thursday, November 17 at 11:30, presented by member Kathy Carlisle.

The next Board Meeting will be on Tuesday, November 29 @ SBS Clinic Club – 11:30-12:30

The next General Meeting will be on December 14, 2005 @ Coast International Inn.

There being no further business to come before the members, the meeting was adjourned at 8:20 p.m.

Respectfully submitted,

Debbie Kochanuski, Recording Secretary

Evelyn Clark, President

Anchorage Chapter NAWIC - 2005/06 Leadership Directory

Board of Directors	Name	Office	Home	E-Mail
President	Evie Clark			evelyn.clark@kiewit.com
VP & Committee Coordinator	Misty Dawn Crim			mistycr@wilderconstruction.com
Recording Secretary	Debbie Kochanuski			debbieko@wilderconstruction.com
Corresponding Secretary	Cricket Gartrell			cgartrell@risealaska.com
Treasurer	Tracie Pierce			tlpierce@pobox.alaska.net
Imm. Past President	Anne Denny			adenny@sbsalaska.com
Director	Kathleen Bugbee			Kathy1281@alaska.net
Director	Sandy Jensen			jsjensen@gci.net
Director	Traci Johnson			tjohnson@sbsalaska.com
Parliamentarian & FUN Stuff	Chris Jett			cjett@gci.net
Membership				
Recruiting, Rewarding, Retaining	Chris Jett			cjett@gci.net
Membership Roster	Chris Jett			cjett@gci.net
Web Site	Tracie Pierce			tlpierce@pobox.alaska.net
Dinner Reservations	Misty Dawn Crim			mistycr@wilderconstruction.com
Publicity and P/R	Fil Spiegel			FSpiegel@beaconhss.com
Newsletter	Misty Dawn Crim			mistycr@wilderconstruction.com
Job Bank	Cricket Gartrell			cgartrell@risealaska.com
Historian	Need a volunteer!			
Hospitality & Name Tags	Sandy Rapp			BelleAcq@aol.com
Alaska Air Easy Biz Administration	Tamie Taylor			cmo@ak.net
Educational Programs				
NAWIC Education Fdn. Liaison	Traci Johnson			tjohnson@sbsalaska.com
Block Kids	Chris Jett			cjett@gci.net
CAD/Design/Drafting	Mary Knopf			mknopf@eciher.com
Building Design Program 2006/07	Jane Newby			mmcon@gci.net
Adult Education Programs	Tamie Taylor			cmo@ak.net
Monthly Membership Programs	Tamie Taylor			cmo@ak.net
WIC Week Special Events	Tamie Taylor			cmo@ak.net
Construction Dictionary Sales	Traci Johnson			tjohnson@sbsalaska.com
Community Outreach				
Liaisons with Industry Partners:				
AGC Liaison 2005	Need a volunteer!			
AGC Liaison 2006 (Trainee)	Need a volunteer!			
ABC	Eden Larson			el Larson@klebsheating.com
NAHB	Anne Denny			adenny@sbsalaska.com
Others?				
Scholarships	Tracie Pierce			tlpierce@pobox.alaska.net
Holiday Party Charities	Cricket Gartrell			cgartrell@risealaska.com
Fund Raising				
Construction Garage Sale	Anne Denny			adenny@sbsalaska.com
Golf Tournament for Scholarships	Tracie Pierce			tlpierce@pobox.alaska.net
Advertising	Kathy Carlisle			gr8land@alaska.net
Call Evie Clark at 222-9309 to volunteer, or e-mail evelyn.clark@kiewit.com!!!				

Opinion Poll Synopsis November 2005

A total of 24 responses were submitted for our poll – 16 present members, 2 former members and 6 potential members.

Present Members

Top three reasons people joined were Member Encouragement, Personal Growth & Networking (in that order). They renewed their members for primarily two reasons – Personal Commitment and Employer Support. The results of the poll in relation to the group's priorities (highest to lowest) are NEF, Job Site Tours, Educational Programs, Networking, Professional Development, Programs, Community Service and finally Interaction with Women. Approximately 37% of respondents have been to Regional and 41% have been to National. 20% have not attended with time being primary reason.

Former Members

Both respondents indicated that they would join for all the reasons listed on the survey (Employer & Member Encouragement, Personal Growth & Networking). Membership was dropped either due to retirement from the industry or the expense of membership.

Potential Members

67% of respondents indicated they were first contacted by a NAWIC member and were encouraged to join. 33% indicated they were contacted by an email forwarded by someone else. Remaining responses were due to employer encouragement. Reason for not joining shared in equal response (Financial commitment, meeting night conflict, time commitment, Need to discuss with boss and never invited). 83% indicated they feel welcome and become motivated/inspired and are interested in guest speakers. 67% feel included in discussion and well informed about the discussions.

All Members/Friends

83% enjoy the speakers at the meetings. 67% would like to do more jobsite tours with Thursday after work being the most popular time. It appears that the survey may have been confusing regarding meeting times due to nature of responses. Results were that the majority of respondents prefer the speaker to remain at the start of the meeting but it was a split decision if dinner should be served at 5:30 or 6:00 and most wanted to start business meeting at 6:30.

67% respondents requested a mix of general construction topics and participatory programs. 41% would volunteer for committee work and 21% were uncertain. Committee interests were split equally between education, membership & fundraising with only 8% interested in community work. 25% of respondents indicated they were too busy to chair a committee and 17% indicated they would like to. All chairing selections offered on the survey received 1 response each.

<u>Willing to Help with Tasks?</u>	Judy Montgomery	Traci Johnson	Debbie Kochanowski	? Survey 10	Kathy Carlisle	Sandy Rapp	Jamie Rich	Gail Morrison	? Survey 24
Making Phone Calls	Yes		Yes	Yes	Yes	Yes	Yes		Yes
Stuffing Envelopes	Yes	Yes	Yes		Yes	Yes	Yes		Yes
Word Processing	Yes	Yes	Yes			Yes	Yes		Yes
Function Reservations						Yes	Yes		
Web Site Maintenance								Yes	Yes
Hospitality						Yes			
Soliciting Ads for Newsletter									Yes
Advisor/Mentor for New Members						Yes			
Solicit Donations						Yes			
Writing Thank You Notes		Yes				Yes	Yes		
E-mailing Announcements		Yes			Yes		Yes		
Purchasing Supplies		Yes	Yes			Yes			
Historian									
Creating Posters or Flyers		Yes							
Expediting					Yes				

Comments:

- Committee report at meetings, not hold committee meetings
- I've never received information regarding meetings – I am interested in marketing the organization – *Teresa Smith with MOA.*
- Evenings are difficult as I am a single parent – would be more involved if there were daytime meetings.

Summary:

- Members have been primary reason for member involvement.
- NEF is of highest interest and Community Projects are of least.
- We have a core group which attends Regional &/or National Meetings.
- Little information was received from prior members.
- Word of mouth is the primary source of advertising for NAWIC.
- Members enjoy meetings & speakers and like the mix of participatory & general meetings.
- Although survey results are confusing on meeting time, it appears the majority of members prefer speaker at the beginning but is a mixed response about if dinner should be received at 5:30 or 6:00.

REGION 9 ANNUAL PLANNING CONFERENCE (APC) 2005
By: Misty Dawn Crim, Chris Jett and Evie Clark

We're trying something a little different for a conference report to the members of the Anchorage Chapter... the three members who attended are presenting a COMBINED report!

FROM MISTY (Our First-timer):

I attended APC in Eugene with two very inspirational women. I can't begin to tell you how much I learn from these two women. To start, Evie and I had a wonderful time visiting before we left on a red eye flight to Portland. Once we arrived at 5:30 AM, we went to the Ramada Inn and picked up "Mistress of all things Fun" Chris. From there we proceeded to drive to Eugene, OR. Normally a 2-hour drive from Portland, we decided since we had plenty of time to drive the Oregon Coast. That couldn't have been a better decision. We drove, pulled over to look at the water and the waves, and we toured the Tillamook Cheese Factory. Had some great ice cream and moved on to Eugene. Once in Eugene we were told there was no room at our hotel! Reminded me a lot of the Seinfeld episode when Jerry had a reservation for a car and there was no car available and he complained that they did not know what a reservation meant because he didn't have a car... just like we didn't have a room. The big problem was ... we were one of the room hosts for the room crawl. Without a room no room crawl. Kindly, an out-of-region member shared her room with Evie and Chris and said we could use her room for the room crawl. And we did! Another member from Tri-Cities shared her hotel room with me, so none of us had to sleep in the rental car. Saturday was the APC meeting. There was a breakout session that broke us into groups. For example Pres/VPs met; Secretaries met; Treasurers met and Directors. I went to the Pres/Vice President Meeting. I learned that all chapters are struggling for leadership and direction. I learned NAWIC is all VOLUNTEERS and you need to appreciate your volunteers and also make sure your guests feel welcomed when they attend a meeting or event. I also learned that the networking opportunities are very evident and people should take advantage of them. I enjoyed attending APC. I can't wait to go back next year.

FROM CHRIS:

It is always a pleasure to travel with my good friend Evie but this time I had the opportunity to travel with that "Where's Misty" person. If I keep traveling with her I'll never grow up and at my age this could be a serious problem. With that being said, I'll jump right into my report.

I am serving our local chapter with great pleasure as your membership chairman. I was honored when our Region 9 Director- Pam Wright asked me to serve as the Regional membership chair. I frankly had not thought about serving as membership chair. I had always thought that membership was a boring committee and that you had to talk others into joining. Nevertheless, as with most things I take on, I decided to look to the brighter side and make the best of it. What I have learned from others about membership is a real truth. Who we are as a group is merely a reflection of who we are as individuals. I have met so many wonderfully different people in this association. Like a rainbow of talents and personalities. I started to think about how those talents and personalities could make a real change together. If I could bring enough of them together, we would be something new and special. So I decided to take a fresh look at my approach. I'm not talking people in to joining... I'm letting new friends into the circle, hoping to learn something from them.

During APC I presented the 2005 wrap-up message for Christie Wigginton, last year's regional membership chair. It was a pleasure to be asked as I both like and respect Christie. Her report included the following. As of 9-31-05 Region 9 had 309 members. Coos Douglas had 100% retention, and Tri Cities had 92%. Awards were given for the chapter with the highest percentage of new members, and this award went to Great Falls, MT. The award for the most members recruited by a single member went to

our own Tamie Taylor. (GO TAMIE!!) Nationally, 20 chapters retained at least 90%; and Regions 4 and 11 had the highest retention percentage average.

At this point, I found myself presenting a start-up speech for the upcoming year. I've always believed that honesty is the best policy and so I gave it to them straight. I am new to membership both locally as well as regionally. I will not be able to answer all your questions. I'm not experienced in this area of the association. But I'll work hard, I'll find the answers, I'll recruit quality members and I'll give all the tools I find to anyone that asks for them. Then I explained to the group how I perceive the relationship between chairs of committees and members of committees. The chairman is like the conductor of an orchestra and the members are like the instruments. I can wave my arms all day, but if the instruments do not play there will be no music. I committed to them then and to you now to do my best job of membership chairing. I need you all to work with me send me your leads I will follow up.

Thank you for the opportunity to serve this chapter where there are so many that I love!

FROM EVIE:

Every time I attend a Regional or National NAWIC function out of state... I return home with a renewed sense of excitement about NAWIC! Not only is it fun to travel with Chris and Misty... but they INSPIRE me to reach new heights in my personal and professional life. This trip was no exception!

In addition to serving as Anchorage Chapter's President, I was privileged to serve as Annual Planning Conference Parliamentarian for Director Pam Wright's first official regional meeting. Pam is a HOOT personally, and presided comfortably over the day's events. The morning started EARLY for Chapter Presidents, with a rap session in the Hospitality Suite starting at 7:30 AM. Director Pam shared Handbooks prepared for each Chapter, and lined out all deadlines for the 05/06 fiscal year.

The Conference officially called to order at 9:30 AM with opening comments and a panel discussion by a group of Tradeswomen from around the region discussing their triumphs and challenges on the job. I really wish we were able to attract more tradeswomen into NAWIC... for the wealth of knowledge that they offer to those of us who work in offices, but the reality of their work schedules and "business attire" makes this a pretty hard challenge to overcome. Especially here in Alaska... women who work in the Trades are mostly working remote sites and long hours when they are working... not leaving time or energy to attend dinner meetings!

Right before lunch, there was another workshop on how to run effective meetings, which was presented in a humorous way that made even "Robert's Rules" seem enjoyable!

I hope we can have a large turn-out for Region Nine Forum in **Tri Cities, WA on May 5 – 6, 2006**. Regional conferences are always a great way to learn more about NAWIC... and to challenge ourselves to give back to the industry that feeds our families and stimulates our imaginations!!! Please join Misty, Chris and me then!



Evie Clark,
Misty Dawn Crim
Chris Jett
Janice Law

11/15/05 7:30 AM

Women vs. men: Which make better leaders?

By Steve Bates

Researchers have long suspected that women employ a different leadership style than men. And even though women make up only a small fraction of CEOs at the largest corporations in the United States and beyond, their leadership style might actually be more effective than men's, according to at least one expert.

Herb Greenberg, CEO of Caliper Corp., a Princeton, N.J.-based consulting firm, has undertaken a multi-year, global study of leadership qualities of men and women. Preliminary results were released in the spring (see the [Executive Briefing](#) column in the June 2005 issue of *HR Magazine*), and more details are slated to be presented next year at the World HR Congress in Singapore, May 28-June 1.

What's clear so far is that, in general, women executives demonstrate more empathy, better listening skills and a more inclusive style of leadership, Greenberg said. No surprise there. What is somewhat surprising, however, is that many successful female leaders tend to be more assertive, more persuasive and more willing to take risks than their male counterparts, Greenberg stated.

"It's almost counter-intuitive," he acknowledged. "You'd think that women would be more risk-averse, more rules-bound than men." The stereotype of the hard-charging, self-assured male CEO working at full speed 24 hours a day might die hard, but women can play that game too, according to Caliper's research.

What might give women leaders an advantage over men—assuming that both sexes can muster plenty of assertiveness and willingness to take risks when appropriate—is what the Caliper research says is women's greater skills in collaboration and inclusiveness.

The [Women Leaders Study: The Qualities That Distinguish Women Leaders](#) began with in-depth interviews with leaders in the United States and the United Kingdom. Using personality tests as well, the study found few significant differences between leaders on the two sides of the Atlantic. But it concluded that female leaders "possess stronger interpersonal skills (empathy, flexibility and sociability) and are more assertive than their male counterparts."

The study observed that "the strong people skills possessed by women leaders enable them to read situations accurately and take in information from all sides. This willingness to see all sides of a situation enhances their persuasive ability."

Female leaders are interested in reaching the right decision, not necessarily confirming their initial belief, the study found. Female leaders want to build teams and share success.

As Jeanette Lichner, managing director of the Bank of America, put it in the study, "The strong leadership profile exhibited by women on both sides of the Atlantic points to the future. The female view that we strengthen ourselves by strengthening others is redefining leadership."

That's not a management philosophy that is practiced exclusively by women, Greenberg noted. But he added: "The male leaders we've studied ... have a tendency to start from their own point of view. And because they are not as flexible or willing to interact with others, the male leaders may tend to force their perspective and convince through the strength of their position ... rather than actually persuading.

"The male leaders we studied," Greenberg continued, "run the risk of not necessarily convincing people to agree with them so much as pushing for their point of view."

So, if women are actually better at leadership, why are so few running large corporations?

“We know that there is a huge pool of talent out there that isn’t being tapped,” Greenberg said. He said that only about 11 percent of applicants for C-level jobs in *Fortune* 500 corporations are women.

Surveys have indicated that many women, unwilling to fight hard enough to shatter the glass ceilings in their organizations, are dropping out of the corporate rat race to raise families or start smaller companies. Not every woman wants to be as driven, or can be as driven, as the male and female rock stars of the CEO world, such as Jack Welch and Carly Fiorina.

However, the women who do make it in this crucible share some telling traits, said Greenberg. They have strong self-esteem. Or if their self-esteem is a little soft, they find ways to assert themselves in situations where others might fold up.

In such situations, their attitude becomes, “I’ll show you,” Greenberg said. “It’s a motivator.”

The key for women in situations in which their judgment is challenged, he added, is to avoid buying in to the negative judgments of others. Women leaders can usually handle some loss of self-confidence, Greenberg said. “But if you go below a certain level of self-confidence and assertiveness you have an individual who will buy into the negative.”

Women leaders who can survive tough times with their self-esteem relatively intact have an opportunity to demonstrate that the collaborative approach to management—the constant willingness to embrace the ideas of others—can be the most successful leadership style in the business world of the 21st century.

“In this information age, this has become essential,” Greenberg said. “Men had better learn.”

Steve Bates is managing editor of HR News. He can be reached at sbates@shrm.org.

Related article:

[What's It Take To Be a Great Corporate Leader?](#), SHRM Recruiting & Staffing Focus Area Library, June 2005.

For the latest HR-related business and government news, go daily to www.shrm.org/hrnews.



See “donotcall.gov” or call the number below from the cell phone if you wish to block your cell phone from telemarketer calls.

On Nov 10, cell phone numbers are being released to telemarketing companies and you may then begin to receive unsolicited sales calls.

NOTE: Besides being disturbed by unwanted sales calls, **YOU WILL BE CHARGED FOR THESE CALLS.**

To prevent this, call the following number from

YOUR CELL PHONE: 888/382-1222.

It is the National DO NOT CALL LIST.

Registering your phone number blocks your number for five (5) years



Anchorage Chapter NAWIC Past Presidents

2004-05	Anne (Stephens) Denny **	1988-89	Guhrun Tompkins (deceased)
2003-04	Kathy Carlisle **	1987-88	Donna Freitas
2002-03	Cheryl Richardson / Kathy Carlisle **	1986-87	Shirley Rusenstrom
2001-02	Cheryl Richardson	1985-86	Evelyn P. Clark, CCA **
2000-01	Shelli Hayes **	1984-85	June Lewis
1999-2000	Tamie (Wiegers) Taylor, CIT **	1983-84	Loretta Steen
1998-99	Tamie (Wiegers) Taylor, CIT **	1982-83	Kathie Hoehne
1997-98	Chris Jett **	1981-82	Joyce Frostad **
1996-97	Chris Jett **	1980-81	Patsy Tampke
1995-96	Jessica Cederberg	1979-80	Patsy Tampke
1994-95	Jessica Cederberg	1978-79	Charlene Hutton
1993-94	Sue Neal	1977-78	Eileen Bennett
1992-93	Susan Bickman	1976-77	Jackie Krathwohl
1991-92	Mary Knopf **	1975-76	Cathee Escobar *
1990-91	Evelyn P. Clark, CCA **	1974-75	Eileen Bennett
1989-90	Pamela Moore	1973-74	Stephanie Bates

**Current Anchorage Chapter Member

* Members of other Chapters





HAPPY December BIRTHDAYS

Shellie Hayes 12/27

HAPPY December ANNIVERSARY

**Evie Clark 24 years
Mary Knopf 16 years
Shelli Hayes 11 years
Eden Larson 6 years
Sandy Simpson 6 years**

*** DATES TO REMEMBER ***

Wednesday, December 14, 2005 - General Membership Meeting
Holiday Party (see info above)

TBD-Board Meeting - SBS Clinic Club

Sunday, December 25, 2005 - Merry Christmas

Saturday, December 31, 2005 - New Years Eve

Sunday, January 1, 2006 - New Years Day HAPPY NEW YEAR

MERRY CHRISTMAS

