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

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President's Message

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(The following is the speech presented at last month's Joint ABC/NAWIC meeting)

Good Evening. I am Judy Jewell and I am very pleased to be here tonight as this year's NAWIC Puget Sound Chapter's President. NAWIC is the National Association of Women in Construction and is now more than 50 years old. ABC (Associated Builders and Contractors) and NAWIC have a national partnering agreement, along with an annual local joint meeting. We are the premier association for women working in the construction

industry. Our members represent every type of position including owners and tradeswomen, administrators, attorneys, and engineers. We develop and promote industry values and culture from all these viewpoints. We promote professional certifications, coaching, and mentoring. We generate positive publicity for our industry through community service projects. And we are building a stronger industry by promoting NAWIC Education Foundation K-12 programs to the future work force. Tell me again how you are

finding all the skilled workers you need? NAWIC has been working on this problem and warning of the foreseeable shortages. If you have women with an interest in helping with solutions we'd love to have more members. We offer a positive experience in leadership training and industry information to our members. We think participation can help your company's success so I'll be available after the meeting to talk with you more.

Judy Jewell

Last Month's Membership Meeting

On May 24th, a joint ABC/NAWIC Puget Sound Chapter membership meeting was held at the Bellevue Sheraton Hotel. ABC hosted the meeting, and included a special Business 2 Business networking where members and guests occasionally switched tables in order to meet others.

The topic, *The Inside Job: Preventing and Detecting Employee Fraud and Theft*, was presented by Patrick Delangis of Berntson Porter & Co. PLLC and Rick Head of Clothier & Head

PS.

We learned about "red flags" that might be indicators for problems within the company, and also about safeguards and systems to help protect our company. Some of the "red flags" are changes in employee lifestyle or unexplained changes in accounting records.

Much of the topic included statistics and information from the 2004 Report to the Nation, published by the Association of Certified Fraud Examiners.

This report is based on a survey that started in late 2003 and ran through early 2004. Some of the statistics are as follows:

- 41.8% of victims are private companies
- 39.6% (2004) of the initial detection of fraud was from a tip, whereas only 10.9% from an external audit
- 59.6% (2004) of the tips were from employees

NAWIC Core Values

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

Ask Nicole



Nicole Kampmann
nicole.kampmann@macmiller.com

Hello Members!

It's a great pleasure to present your new monthly editorial column, where I want you to feel that it's safe to ask questions.

Each month I will research your questions and find you answers, kind of like Dear Abby for women in construction. I'm looking for industry type questions, topics you'd like more information on, or a suggestion for our Chapter. Please don't hesitate to e-mail questions or comments to me, but please keep in mind that I will need time to research the answers and also time to respond prior to the newsletter publication deadline (25th of each month).

OK, so why am I here? Well, because I'm jumping into a new industry with both feet. Why? Because working in retail was making

this?"

Being put in a spot where you know next to nothing and yet are surrounded by supportive people can kind of turn your life around.

I faced my career predicament when returning to Seattle in 2000 after living abroad in England for a year. Although I had a degree in Journalism, marketing experience and a desire to dive into PR, the Seattle job market was dismal at that time. Desperate to pay rent on my new apartment and start my life over in the U.S., I turned to what I knew: retail.

I had worked in retail since high school and worked religiously through college to pay bills. While I drudged my way through retail hell I attended informational interviews, networked and interviewed some more. It was only when I was at my wits' ends that I found a job in an industry I had never considered and one that I didn't even know existed.

It was overwhelming to start; most jobs are. I didn't even know what my new company did! Full-service mechanical contractor had a nice ring to it but how did I fit in?



that we can put into NAWIC and that's okay.

Our challenges are wide spread. What resources are out there for you when your staff is struggling with racial differences for the first time? As a female contractor what do you do about your safety when you're working in potentially vulnerable situations, such as a job site with only males? What are your options when coping with menopause if it leaves you feeling crazy? What about pay equality?

These questions and many more are just some of the things I'm hoping to research for you, and in return, become more in-tune with the construction industry.

Of course, I'm also ready to learn from you. Do you have an interesting story you want to share with other women? Either an experience at work that was just weird or a wise solution that worked out for you? Or funny or sad stories about working with men? Let me know! ... Ask Nicole!

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me cynical about my future as a manager, and the moment I switched to a new career at MacDonald-Miller I was met with "What do you want to learn? What do you need from us? Where do you want to go with

Well, I did fit in. The people I work for and with are down to earth real people. People I can honestly turn to for help and guidance.

And that's how I got to NAWIC. Being a woman in this industry isn't easy. We need to arm ourselves with knowledge and resources. We need to find our niches. We need to be there to help each other and offer encouragement when we're not sure we're on the right path.

We are all different ages, have different careers, and have different amounts of time



THANK YOU, Sponsors



These sponsorships will help NAWIC Puget Sound Chapter #60:

- Host student member dinners throughout the year
- Assist members in attending Regional events (leadership training)
- Help support our Scholarship programs
- Help support our K-12 outreach programs

Donations for our Silent Auction are still welcome.



Member Highlight

HEATHER FREDERICKS-WINFREY
 Director
 Construction Center of Excellence
 Renton Technical College

In 2004, Renton Technical college was designated the Construction Center for Excellence (CCE) by the State Board of community and Technical Colleges. The CCE is a statewide leader in specialized workforce education and training for construction that helps the state's economy grow. The CCE serves as a point-of-contact and resource hub for industry trends, best practices, innovative curriculum, and professional development opportunities. It maximizes resources by bringing together workforce

education and industry partners in order to develop highly skilled employees. The CCE steering committee is a cross-sector partnership of 45 businesses, associations, labor, unions, apprenticeships, and educators.

As Director of the CCE, Ms. Fredericks-Winfrey serves as an ambassador and advocate for construction training and workforce development. She works with a variety of stakeholders, from contractors and associations, labor and apprenticeship, public and private education, and local and state government. She oversees and implements construction projects and products designed to address common workforce education priorities identified these stake-

holders – most of which is free for your use, and available at www.rtc.edu/CommunityResources/CCE.

Ms. Fredericks-Winfrey heard about NAWIC through the CCE's work with NAWIC members, Judy Jewell and Lucy Bodily, on several projects, including

their free statewide construction workforce conference this past March, and their in-production free DVD, "Reflections from Women in Construction – Learning from the Past, Looking towards the Future."

Ms. Fredericks-Winfrey joined NAWIC because it is comprised of diverse women who share common goals and vision for the construction industry. She feels that this association can leverage ideas and opportunities for its members, and for the benefit of the communities its members build. She says that she's delighted to be able to access NAWIC as a guidepost for creating education tools, projects and resources that meet our industries needs.



2006 Spring Forum Reports

By Jan Lawrence

Spring Forum had representation from five states including Washington, Alaska, Oregon, Idaho and Montana. There were 51 members in attendance including the current National President and the National President Elect. Within the group there was representation from all aspects of construction: General Contractors, Subcontractors, Suppliers, Field, Planners and Support. Also represented within the numbers were Government Projects, hard bid and private works. Most importantly, the room was filled with Women that have a passion for their work no matter what end of the industry they represent.

Accounting 101 - Leslie Shiner, of the Shiner Group, is from Intuit Construction Business Solution. Her objective was to help the average employee understand basic accounting concepts by explaining the difference between Income Statement and Balance Sheet; Matching Principle; Accounting Methods; WIP reports; and most importantly defined Overhead.

Safety on the Job - The safety seminar centered on Eye Safety, including proper use of safety glasses, face shields, eye wash stations, and care of equipment. Fritts used an interesting exercise to remind us how important our eyes are by giving us black painted glasses to wear while we made our way through the room using voice commands.

Identity Theft - Lew Reed of the Richland Police Department has devoted his career to identity theft. Reed presented us with some good security tools for reporting:

- Free credit reports: www.annualcreditreport.com
- File Fraud Alerts: Equifax, Experian, and Transunion
- Phishing: www.antiphishing.org
- Spam: uce@ftc.gov or span@uce.gov
- Lost Drivers License: www.dol.wa.gov
- Opt out www.optoutprescreen.com
- Social Security Fraud: 1.800.269.0271

Employment Laws - Brett Clark of George Cicotte Law Firm spoke about employment laws. Washington is *not* a Right to Work state so employees may be dismissed at the company's discretion. Probably the best information gleaned from this seminar was

his urging of all companies to use an employee handbook thus assuring that employment rules are clearly stated and fairly administered, and includes a clause that allows changes as needed.

Chapter Ideas - Block Kids events are very successful in all the regions. Contribute more to the National Education Fund and our own Scholarship Fund. Develop stronger participation in the CAD drawing contest for high schools to send a positive message to the school system about potential careers in the construction industry. Start a "Women of the Year" award for our VIP night. This may help to create avenues into companies that are not currently represented in our local chapter and give added value to the industry.

The Forum was packed with good information and good examples of leadership skills. I gathered an assortment of ideas on fundraising, leadership and business practices. It is amazing the quality of ideas that are exhibited in a room of dedicated professionals. I was also astounded by the number of National leaders that have come out of some of the smallest chapters. If these groups can produce leader after leader, think of what the Puget Sound Chapter can do with the large scale construction industry to draw from. During my next year as an officer of the Puget Sound Chapter, I want to dedicate myself to making this a strong and viable Chapter in National Association of Women in Construction.

By Judy Jewell

Forum is a NAWIC Region 9 gathering of women on the move in the Construction Industry. It is said again and again the networking is what stands out. The business meetings and seminars stimulate the conversations and add to our knowledge but you see who speaks up and sounds knowledgeable and then you go find the information you need from those people.

This year's Forum was in the Tri-Cities. The four of us (Jan Lawrence, Maureen Byrnes, Teresa Johnson and I plus Jan's mom) were impressed by the event, especially considering the tiny size of the Tri-Cities Chapter. Our Puget Sound Chapter

has volunteered to follow Boise in 2007 and Alaska in 2008 to sponsor the 2009 Forum. Hopefully we will continue to have increased member participation so we will be ready with all the best ideas for our own Forum. Next year the attendees will expect a formal invitation from us.

What stood out for me this time was seeing 2005/2006 National President Carol Chapman and President Elect Chris Wigginton in action. These women have powerful abilities to lead and inspire. If you've read Good to Great they are Level 5 leaders.

When you attend these events, you get connected to ideas from other chapters. Here's my short list of things we might want to consider in the future:

- 1) Construction - This a Food Bank collection and competition between various contractors and architects to spend a day building their creations with their "can" donations.
- 2) VIP dinner where the main purpose is to nominate women in our industry for their contributions.
- 3) Certifications: We have no member with the initials CIT (Certified Industry Technician) or CDS (Certified Document Specialist) or CCA (Certified Construction Associate) behind their name. We need to promote these educational tools for our members.

Some chapters have classes at their meetings and some have study groups.

- 4) You, the member, need to remember to vote for your national offices in June. There are choices in these elections. I highly recommend Tamie Taylor for President-Elect. She's someone who listens. NAWIC involvement has been instrumental in her construction industry success.

What did this event teach that any member could take home to her business? Great handouts were part of every presentation:

- Eye Protection
- Identity Theft Protection
- What Your CPA Never Taught About Your Financials
- Concrete 401 (Advanced Course) at the American Rock Products Plant
- Verticrete

Schedule of Events

- *June 5th: Puget Sound chapter's VIP dinner planning meeting at Overlake's Roundtable. Open to all members. Please contact President Judy Jewell at JudyJ@olymprecast.com if you will be attending.*
- *June 12th: Annual Chapter VIP Dinner Meeting. Open to guests and supporters. We are currently soliciting monetary sponsors and item donations for the Silent Auction. Please contact Jan Lawrence at jan.lawrence@skanskausa.com or (425) 818-1759. Or for RSVP go to www.nawicpugetsound.org*

June 2006

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5 <small>VIP Planning Mtg Noon</small>	6	7	8	9	10
11	12 <small>VIP Dinner Mtg 6:00pm</small>	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

July 2006

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10 <small>Membership Mtg 6:00pm</small>	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Schedule of Events

- *July 10th: Puget Sound chapter's regular membership meeting. Open to guests. Go to www.nawicpugetsound.org for RSVP and information.*

The Women of NAWIC

These are the current members of NAWIC Puget Sound Chapter. They are a diverse group of professionals within the construction industry.

Kim Anderson - Owner
AAR Testing Laboratory Inc.
Member since October 1990

Sharon Andreason - CPA
McDevitt & Andreason
Member since April 1992

Peigi Barkley - CM Assistant
Harris & Associates
Member since October 2004

Kelly G. Blazy - Attorney
Preston, Gates & Ellis
Member since January 2005

Lucy Bodilly - Editor
Northwest Construction Magazine
Member since February 2006

Lynn C. Bruner - Project Manager
Bennett Homes
Member since October 2005

Maureen J. Byrnes - Records Coordinator
KBA Construction Management
Member since August 2004

Vanessa Carmen - student
Cardinal Heating & AC
Member since October 2005

Virginia A. Carey - Office Mgr/Co-owner
Carey's Rokeries & Grading LLC
Member since May 1980

Erin G. Chamberlain - Design & Permitting Coordinator
Port Blakely Communities
Member since October 2003

Julia Cordero - student/'Habitat for Humanity' volunteer

Member since August 2005

Darylene J. Dennon - CEO/Owner
Solid Energy, Inc.
Member since October 2002

Carrie S. Dossick - CM Assist. Professor
University of Washington
Member since October 2005

Lydia A. Eckman - Project Engineer
Lease Crutcher Lewis
Member since June 2005

Heather Fredericks-Winfrey - Director
Construction Center of Excellence
Renton Technical College
Member since May 2006

Juanita Garrison - Tradeswoman
Ms. Jack Of All Trades, LLC
Member since April 2005

Kristi G. Gillihan
Wilder Construction
Member since May 2006

Janith J. Gould - retired
Past National NAWIC President
Member since January 1962

Colette Guckian-Brady - CPA/Partner
Tueffers, Guckian & Gamon, PLLC
Member since January 2002

Karen Harnes - Principal/CPA
Bace Company
Member since October 2003

Gwyn Hart - Training & HR Coordinator
Cadman Inc.
Member since April 1995

Lily K. Iftner - Forensic Engineer/Owner
Construction & Structural Investigation
Member since March 1999

Ann Jarvis - VP of Safety & Education
Associated Builders & Contractors
Member since February 1973

Judy Jewell - President
Olympian Precast Inc.

Member since January 1988

Teresa M.R. Johnson - Project Engineer
Lydig Construction, Inc.
Member since October 2005

Ellyn Kiner - Project Administrator
GLY Construction, Inc.
Member since September 1977

Jan G. Lawrence - Cost Accountant
Skanska USA Building, Inc.
Member since July 2005

Nicole D. Kampmann - Proposal Assist.
MacDonald-Miller Facility Solutions
Member since February 2006

Sue Maddox - Contracts Administrator
Jackson Dean Construction, Inc.
Member since January 1988

Marilynn A. Moch - Owner
Blue Sky Steel Solutions, LLC
Member since July 2003

Brenda S. Molner - Attorney/Engineer
Ater Wynne LLP
Member since March 1999

Rhonda M. Pence - Carpenter
Belfor USA Group
Member since July 2005

Jin H. Rudolph - CPA
S.J. Gallina & Co., LLP
Member since May 2005

Victoria Simmons - Cost Accountant
Skanska USA Buildings
Member since March 2005

Sheri Lynn Stevens - student
KBA Construction Management

Tammy Vibbert - HR Director
Lakeside Industries
Member since November 2001

Wendy Wilson - Risk Management Spec.
Lakeside Industries
Member since May 2002

